NEGOTIATED WORKING CONDITIONS

1982

The Hon. R. H. McClelland
Minister

Province of British Columbia
Ministry of Labour
PROGRAM SERVICES

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March 1, 1983

INTRODUCTION

This edition of Negotiated Working Conditions is the thirteenth in the series providing current information - excluding wage rates - on the content of major collective agreements covering workers in British Columbia. The reference date for the working conditions is January 1, 1982.

For this survey the sample of collective agreements consisted of those contracts covering 100 or more employees and which were on file in the collective agreement library of the Program Services Branch. There are 301 agreements included in the sample, covering 271,565 employees.

This year the data are presented in nine industrial breakdowns. Part I, the Industrial Composite, summarizes the data for all industries. There are two major subdivisons: Part II, Private Sector, summarizes the data for the following four parts (IIa - Manufacturing, IIb - Construction, IIc - Trade and Service and IId - Other Industries), and Part III, Public Sector, summarizes data for the last two parts (IIIa - Municipal, Provincial and Federal Governments and IIIb - Health, Education and Provincial Crown Corporations). A table of contents for each of the nine parts is provided following the "Introduction" and is entitled "Order of Provisions Analyzed". Following Part IIIb is a listing of those agreements contained in each part of this publication.

The accessibility of data used in the preparation of this publication is not limited to what is presented here. It is possible to answer requests for listings of collective agreements containing particular clauses or to provide data for some or all fields for particular agreements. Other services may be available on request. We hope members of the labour relations community will feel free to take advantage of these additional services.

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PART I:
INDUSTRIAL COMPOSITE

(301 agreements covering 271 565 employees)

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	210	69.8	117718	43.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	54	17.9	51870	19.1
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	8	2.7	19907	7.3
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	18	6.0	74073	27.3
4 MULTI-UNION AND SINGLE EMPLOYER	9	3.0	6397	2.4
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	0.7	1600	0.6
TOTAL	301	100.0	271565	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	13	4.3	1108	0.4
1 100 - 199 EMPLOYEES	100	33.2	14767	5.4
2 200 - 499 EMPLOYEES	97	32.2	28982	10.7
3 500 - 999 EMPLOYEES	47	15.6	32348	11.9
4 1000 - 4999 EMPLOYEES	34	11.3	69128	25.5
5 5000 - 9,999 EMPLOYEES	5	1.7	36500	13.4
6 10,000 OR MORE EMPLOYEES	5	1.7	88732	32.7
TOTAL	301	100.0	271565	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	281	93.4	247137	91.0
1 FEDERAL	20	6.6	24428	9.0
TOTAL	301	100.0	271565	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	2	0.7	496	0.2
1 1 YEAR	29	9.6	22554	8.3
2 MORE THAN 1 YEAR, LESS THAN 2	4	1.3	40892	15.1
3 2 YEARS	233	77.4	180061	66.3
4 MORE THAN 2 YEARS, LESS THAN 3	11	3.7	7279	2.7
5 3 YEARS	20	6.6	19509	7.2
6 MORE THAN 3 YEARS	1	0.3	300	0.1
7 OTHER	1	0.3	474	0.2
TOTAL	301	100.0	271565	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	4	1.3	1944	0.7
3 1ST HALF OF 1981	17	5.6	6241	2.3
4 2ND HALF OF 1981	49	16.3	21867	8.1
5 1ST HALF OF 1982	91	30.2	79123	29.1
6 2ND HALF OF 1982	62	20.6	74373	27.4
7 LATER THAN 1982	78	25.9	88017	32.4
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	104	34.6	40562	14.9
1 CAPITAL REGION	21	7.0	6256	2.3
2 FRASER VALLEY	21	7.0	4563	1.7
3 COAST	23	7.6	6379	2.3
4 OKANAGAN CARIBOO	22	7.3	10171	3.7
5 KOOTENAY	11	3.7	9091	3.3
6 NORTH	12	4.0	3888	1.4
7 TWO OR MORE REGIONS	76	25.2	184252	67.8
8 INTER-PROVINCIAL	11	3.7	6603	2.4
TOTAL	301	100.0	271565	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	76	25.2	73134	26.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	144	47.8	159086	58.6
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	50	16.6	24029	8.8
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	30	10.0	15116	5.6
4 OTHER	1	0.3	200	0.1
TOTAL	301	100.0	271565	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	124	41.2	66524	24.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	26	8.6	26204	9.6
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	54	17.9	61390	22.6
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	4	1.3	1000	0.4
4 COMBINATION OF 1, 2, AND/OR 3	32	10.6	23997	8.8
5 CONTRACTING OUT PROHIBITED ENTIRELY	6	2.0	11020	4.1
6 OTHER	55	18.3	81430	30.0
TOTAL	301	100.0	271565	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	16	5.3	14058	5.2
1 CLOSED SHOP	21	7.0	23133	8.5
2 UNION SHOP	159	52.8	83783	30.9
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	77	25.6	124133	45.7
4 RAND FORMULA	11	3.7	6441	2.4
5 MAINTENANCE OF MEMBERSHIP	6	2.0	15798	5.8
6 SLOAN FORMULA	-	-	-	-
7 OTHER	11	3.7	4219	1.6
TOTAL	301	100.0	271565	100.0
FIELD 2-04 UNION DUES CHECK-OFF				
0 NO PROVISION	13	4.3	13324	4.9
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	175	58.1	142533	52.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	87	28.9	58624	21.6
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	9	3.0	8108	3.0
5 COMPULSORY FOR UNION MEMEBERS ONLY	7	2.3	44358	16.3
6 OTHER	10	3.3	4618	1.7
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	136	45.2	119952	44.2
1 CROSS PICKET LINES	98	32.6	103894	38.3
2 HOT CARGOES	3	1.0	2500	0.9
3 NON-UNION WORKERS	1	0.3	300	0.1
4 COMBINATION OF 1, 2, AND/OR 3	58	19.3	42676	15.7
5 OTHER	5	1.7	2243	0.8
TOTAL	301	100.0	271565	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	34	11.3	45654	16.8
1 UNION HIRING HALL	8	2.7	12300	4.5
2 EMPLOYER (PLANT, BARGAINING UNIT)	152	50.5	69483	25.6
3 DEPARTMENT (BRANCH, DIVISION)	13	4.3	8853	3.3
4 CRAFT (OCCUPATION)	2	0.7	869	0.3
5 EMPLOYER AND DEPARTMENT	43	14.3	23917	8.8
6 EMPLOYER AND CRAFT	9	3.0	4939	1.8
7 COMBINATION OF THE ABOVE	17	5.6	46565	17.1
8 OTHER	23	7.6	58985	21.7
TOTAL	301	100.0	271565	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	45	15.0	47404	17.5
1 1 CALENDAR MONTH	24	8.0	23387	8.6
2 2 CALENDAR MONTHS	8	2.7	6331	2.3
3 3 CALENDAR MONTHS	60	19.9	32183	11.9
4 6 CALENDAR MONTHS	32	10.6	54378	20.0
5 30 WORKING DAYS	29	9.6	50474	18.6
6 45 WORKING DAYS	18	6.0	6048	2.2
7 60 WORKING DAYS	19	6.3	8056	3.0
8 240 WORKING HOURS	1	0.3	600	0.2
9 OTHER	65	21.6	42704	15.7
TOTAL	301	100.0	271565	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	66	21.9	90452	33.3
1 STRAIGHT SENIORITY	8	2.7	3107	1.1
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	107	35.5	62286	22.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	86	28.6	54582	20.1
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	31	10.3	59828	22.0
5 OTHER	3	1.0	1310	0.5
TOTAL	301	100.0	271565	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	45	15.0	26348	9.7
1 STRAIGHT SENIORITY	47	15.6	67483	24.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	136	45.2	121203	44.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	38	12.6	31956	11.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	16	5.3	9331	3.4
5 OTHER	19	6.3	15264	5.6
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	127	42.2	123436	45.5
1 LESS THAN 24 HOURS	14	4.7	16375	6.0
2 24 HOURS TO 48 HOURS	21	7.0	12676	4.7
3 72 HOURS	7	2.3	1897	0.7
4 1 WEEK	16	5.3	5320	2.0
5 2 WEEKS	30	10.0	10442	3.8
6 1 MONTH	13	4.3	19486	7.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	22	7.3	15226	5.6
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	4	1.3	3750	1.4
9 OTHER	47	15.6	62957	23.2
TOTAL	301	100.0	271565	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	51	16.9	27903	10.3
1 STRAIGHT SENIORITY	50	16.6	71142	26.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	140	46.5	125869	46.3
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	31	10.3	25981	9.6
4 SENIORITY CONSIDERED WITH OTHER FACTORS	14	4.7	6188	2.3
5 UNION HIRING HALL REFERRAL	7	2.3	11825	4.4
6 OTHER	8	2.7	2657	1.0
TOTAL	301	100.0	271565	100.0
FIELD 3-07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	85	28.2	49785	18.3
1 FAILURE TO REPORT WHEN NOTIFIED	19	6.3	26060	9.6
2 AFTER A SPECIFIED PERIOD OFF WORK	32	10.6	58952	21.7
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	165	54.8	136768	50.4
TOTAL	301	100.0	271565	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	86	28.6	52383	19.3
1 LESS THAN SIX MONTHS	7	2.3	3917	1.4
2 SIX MONTHS	30	10.0	18137	6.7
3 1 YEAR	63	20.9	81437	30.0
4 2 YEARS	16	5.3	12857	4.7
5 GRADUATED BY LENGTH OF SERVICE	69	22.9	79101	29.1
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	30	10.0	23733	8.7
TOTAL	301	100.0	271565	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	207	68.8	212788	78.4
1 UP TO 1 YEAR	24	8.0	6973	2.6
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	5	1.7	1132	0.4
3 GREATER THAN 2 YEARS	8	2.7	5112	1.9
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	5	1.7	1735	0.6
5 OTHER	52	17.3	43825	16.1
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	203	67.4	206301	76.0
1 SENIORITY LOST ON TRANSFER	2	0.7	714	0.3
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	55	18.3	39185	14.4
3 SENIORITY RETAINED INDEFINITELY	27	9.0	13301	4.9
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	2	0.7	644	0.2
5 OTHER	12	4.0	11420	4.2
TOTAL	301	100.0	271565	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	255	84.7	231842	85.4
1 FOR UNION OFFICIALS	26	8.6	22710	8.4
2 SPECIAL SKILLS, APPRENTICES, ETC.	11	3.7	13815	5.1
3 1 AND 2	5	1.7	2463	0.9
4 OTHER	4	1.3	735	0.3
TOTAL	301	100.0	271565	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	84	27.9	75116	27.7
1 PROVISION	217	72.1	196449	72.3
TOTAL	301	100.0	271565	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	231	76.7	178613	65.8
1 OLDER WORKERS	4	1.3	2492	0.9
2 DISABLED WORKERS	42	14.0	37147	13.7
3 BOTH OLDER AND DISABLED WORKERS	24	8.0	53313	19.6
TOTAL	301	100.0	271565	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	286	95.0	258182	95.1
1 PROVISION	15	5.0	13383	4.9
TOTAL	301	100.0	271565	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	257	85.4	235874	86.9
1 PROVISION	44	14.6	35691	13.1
TOTAL	301	100.0	271565	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	280	93.0	263699	97.1
1 PROVISION	21	7.0	7866	2.9
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 4=06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	129	42.9	133344	49.1
1 REGULAR RATE OF EMPLOYEE	2	0.7	270	0.1
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	150	49.8	128222	47.2
3 RATE OF TEMPORARY JOB	3	1.0	731	0.3
4 OTHER	17	5.6	8998	3.3
TOTAL	301	100.0	271565	100.0
FIELD 4=07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	250	83.1	203655	75.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	21	7.0	13917	5.1
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	15	5.0	8016	3.0
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	0.7	1317	0.5
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	3	1.0	1142	0.4
5 OTHER	10	3.3	43518	16.0
TOTAL	301	100.0	271565	100.0
FIELD 4=08 MOONLIGHTING				
0 NO PROVISION	256	85.0	243624	89.7
1 PROHIBITED	26	8.6	20835	7.7
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	13	4.3	5330	2.0
3 OTHER	6	2.0	1776	0.7
TOTAL	301	100.0	271565	100.0
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5=01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	112	37.2	71963	26.5
1 LESS THAN 3 MONTHS	37	12.3	14801	5.5
2 3 MONTHS	76	25.2	39070	14.4
3 6 MONTHS	34	11.3	66968	24.7
4 MORE THAN 6 MONTHS	1	0.3	11000	4.1
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	29	9.6	17370	6.4
6 OTHER	12	4.0	50393	18.6
TOTAL	301	100.0	271565	100.0
FIELD 5=02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	165	54.8	154214	56.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	32	10.6	61230	22.5
2 CONSULTATION - DETAILS NOT SPECIFIED	100	33.2	55051	20.3
3 OTHER	4	1.3	1070	0.4
TOTAL	301	100.0	271565	100.0
FIELD 5=03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	215	71.4	214417	79.0
1 PROVISION	86	28.6	57148	21.0
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	155	51.5	146194	53.8
1 STRAIGHT LAYOFF	2	0.7	3825	1.4
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	113	37.5	101399	37.3
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	-	-	-	-
4 WORK FORCE REDUCED THROUGH ATTRITION	1	0.3	150	0.1
5 COMBINATION OF 2 AND 3	1	0.3	75	0.0
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 3 AND 4	1	0.3	180	0.1
8 COMBINATION OF 2, 3 AND 4	-	-	-	-
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	11	3.7	13288	4.9
10 OTHER	17	5.6	6454	2.4
TOTAL	301	100.0	271565	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	217	72.1	230591	84.9
1 LESS THAN 1 YEAR	5	1.7	2466	0.9
2 1 YEAR	28	9.3	19329	7.1
3 2 YEARS	15	5.0	4526	1.7
4 3 YEARS	9	3.0	1683	0.6
5 4 YEARS	-	-	-	-
6 5 YEARS	19	6.3	9278	3.4
7 10 YEARS	2	0.7	770	0.3
8 OTHER	6	2.0	2922	1.1
TOTAL	301	100.0	271565	100.0
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	178	59.1	167133	61.5
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	62	20.6	71188	26.2
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	11	3.7	4102	1.5
4 VARIES ACCORDING TO LENGTH OF SERVICE	12	4.0	3968	1.5
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	5	1.7	1881	0.7
6 OTHER	33	11.0	23293	8.6
TOTAL	301	100.0	271565	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	202	67.1	181287	66.8
1 LESS THAN 20 WEEKS' PAY	22	7.3	7222	2.7
2 20 WEEKS' PAY	8	2.7	3781	1.4
3 26 WEEKS' PAY	9	3.0	2343	0.9
4 30 WEEKS' PAY	20	6.6	48404	17.8
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	7	2.3	1583	0.6
6 1 YEAR'S PAY OR MORE	2	0.7	318	0.1
7 NO MAXIMUM	21	7.0	9840	3.6
8 OTHER	10	3.3	16787	6.2
TOTAL	301	100.0	271565	100.0
FIELD 5-08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	266	88.4	234156	86.2
1 LESS THAN 3 MONTHS	19	6.3	14641	5.4
2 3 MONTHS	3	1.0	1668	0.6
3 6 MONTHS	4	1.3	6204	2.3
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	1	0.3	432	0.2
6 BY LENGTH OF SERVICE	4	1.3	4031	1.5
7 OTHER	4	1.3	10433	3.8
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	140	46.5	118632	43.7
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	100	33.2	54909	20.2
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	6	2.0	2320	0.9
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	2	0.7	868	0.3
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	40	13.3	85750	31.6
6 OTHER	13	4.3	9086	3.3
TOTAL	301	100.0	271565	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	161	53.5	137949	50.8
1 EMPLOYER PROGRAM	37	12.3	26312	9.7
2 UNION PROGRAM	1	0.3	1200	0.4
3 JOINT EMPLOYER-UNION PROGRAM	1	0.3	100	0.0
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	29	9.6	51780	19.1
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	68	22.6	52898	19.5
6 OTHER	4	1.3	1326	0.5
TOTAL	301	100.0	271565	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	156	51.8	187096	68.9
1 UNION-MANAGEMENT CONSULTATION ONLY	37	12.3	30402	11.2
2 ARBITRATION OF WAGE RATE	102	33.9	45087	16.6
3 OTHER	6	2.0	8980	3.3
TOTAL	301	100.0	271565	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	22	7.3	21581	7.9
1 WAGE INCREASE EVERY SIX MONTHS	39	13.0	17807	6.6
2 WAGE INCREASE YEARLY	148	49.2	132634	48.8
3 IRREGULARLY SCHEDULED WAGE INCREASES	73	24.3	52453	19.3
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	6	2.0	2465	0.9
5 OTHER	13	4.3	44625	16.4
TOTAL	301	100.0	271565	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	181	60.1	126798	46.7
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	9	3.0	3747	1.4
3 COST-OF-LIVING ALLOWANCE CLAUSE	100	33.2	98890	36.4
4 COMBINATION OF 1, 2, AND/OR 3	3	1.0	580	0.2
5 OTHER	8	2.7	41550	15.3
TOTAL	301	100.0	271565	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	180	59.8	146744	54.0
1 SEVERANCE PAY	117	38.9	121176	44.6
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	2	0.7	1410	0.5
4 OTHER	2	0.7	2235	0.8
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	207	68.8	211307	77.8
1 LESS THAN 1 YEAR	4	1.3	956	0.4
2 1 YEAR	34	11.3	29480	10.9
3 2 YEARS	13	4.3	4757	1.8
4 3 YEARS	1	0.3	173	0.1
5 5 YEARS	15	5.0	16371	6.0
6 10 YEARS	9	3.0	2717	1.0
7 OTHER	18	6.0	5804	2.1
TOTAL	301	100.0	271565	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	182	60.5	149086	54.9
1 1 DAY'S PAY PER YEAR OF SERVICE	3	1.0	1340	0.5
2 1 WEEK'S PAY PER YEAR OF SERVICE	40	13.3	81318	29.9
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	9	3.0	2557	0.9
4 VARIES ACCORDING TO LENGTH OF SERVICE	20	6.6	16070	5.9
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	5	1.7	1463	0.5
6 OTHER	42	14.0	19731	7.3
TOTAL	301	100.0	271565	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	218	72.4	168975	62.2
1 LESS THAN 20 WEEKS' PAY	18	6.0	5464	2.0
2 20 WEEKS' PAY	12	4.0	9896	3.6
3 26 WEEKS' PAY	3	1.0	845	0.3
4 30 WEEKS' PAY	2	0.7	600	0.2
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	4	1.3	1567	0.6
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	25	8.3	74614	27.5
8 OTHER	19	6.3	9604	3.5
TOTAL	301	100.0	271565	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			116	0.1
1 6 HOURS			100	0.0
2 7 HOURS			1968	0.9
3 7 1/2 HOURS			48908	21.2
4 8 HOURS			135176	58.5
5 9 HOURS			1319	0.6
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			225	0.1
8 OTHER			17504	7.6
TOTAL			230898	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			500	1.2
1 6 HOURS			75	0.2
2 7 HOURS			27041	66.5
3 7 1/2 HOURS			7303	18.0
4 8 HOURS			558	1.4
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			5190	12.8
TOTAL			40667	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			219	0.1
1 3 DAYS			-	-
2 4 DAYS			1419	0.6
3 5 DAYS			179707	77.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			7826	3.4
7 OTHER			16145	7.0
TOTAL			230898	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			560	1.4
1 3 DAYS			-	-
2 4 DAYS			300	0.7
3 5 DAYS			34475	84.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			3500	8.6
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			1832	4.5
TOTAL			40667	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			469	0.2
1 32 HOURS			-	-
2 35 HOURS			5628	2.5
3 37 1/2 HOURS			43139	18.7
4 40 HOURS			134823	58.4
5 OTHER			21057	9.1
TOTAL			230898	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			560	1.4
1 32 HOURS			300	0.7
2 35 HOURS			24737	60.8
3 37 1/2 HOURS			7202	17.7
4 40 HOURS			258	0.6
5 OTHER			7610	18.7
TOTAL			40667	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	20	6.6	53991	19.9
1 2 DAYS (CONSECUTIVE)	250	83.1	183701	67.6
2 2 DAYS (NOT CONSECUTIVE)	2	0.7	776	0.3
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	1	0.3	100	0.0
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	4	1.3	2938	1.1
7 OTHER	24	8.0	30057	11.1
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	217	72.1	222726	82.0
1 3 HOURS' PAY	7	2.3	1961	0.7
2 4 HOURS' PAY	47	15.6	33326	12.3
3 FULL SHIFT'S PAY	21	7.0	10814	4.0
4 OTHER	9	3.0	2738	1.0
TOTAL	301	100.0	271565	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	262	87.0	257003	94.6
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	4	1.3	734	0.3
2 FULL SHIFT'S PAY	28	9.3	10109	3.7
3 OTHER	7	2.3	3719	1.4
TOTAL	301	100.0	271565	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	72	23.9	48682	17.9
1 ONE 10 MINUTE BREAK	1	0.3	110	0.0
2 TWO 10 MINUTE BREAKS	103	34.2	99931	36.8
3 TWO 15 MINUTE BREAKS	97	32.2	83926	30.9
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	3	1.0	11498	4.2
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	15	5.0	12348	4.5
6 OTHER	10	3.3	15070	5.5
TOTAL	301	100.0	271565	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	153	50.8	134929	49.7
1 LESS THAN 1 FULL DAY	4	1.3	1140	0.4
2 1 DAY (24 HOURS)	36	12.0	10323	3.8
3 48 HOURS	46	15.3	74984	27.6
4 72 HOURS	7	2.3	7765	2.9
5 1 WEEK	14	4.7	14851	5.5
6 2 WEEKS OR MORE	5	1.7	1163	0.4
7 NOTICE MENTIONED BUT NOT SPECIFIED	5	1.7	2012	0.7
8 OTHER	31	10.3	24398	9.0
TOTAL	301	100.0	271565	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	256	85.0	192513	70.9
1 PROVISION	45	15.0	79052	29.1
TOTAL	301	100.0	271565	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	241	80.1	194746	71.7
1 PROVISION	60	19.9	76819	28.3
TOTAL	301	100.0	271565	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	285	94.7	218928	80.6
1 PROVISION	16	5.3	52637	19.4
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	249	82.7	199615	73.5
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	9	3.0	1636	0.6
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	4	1.3	5128	1.9
4 TO COMMENCE DURING TERM OF AGREEMENT	7	2.3	8485	3.1
5 UNDER STUDY	6	2.0	2696	1.0
6 OTHER	26	8.6	54005	19.9
TOTAL	301	100.0	271565	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	37	12.3	25602	9.4
1 1 1/2 X FOR 1 HOUR, THEN 2 X	9	3.0	7858	2.9
2 1 1/2 X FOR 2 HOURS, THEN 2 X	79	26.2	78992	29.1
3 1 1/2 X FOR 3 HOURS, THEN 2 X	47	15.6	59036	21.7
4 1 1/2 X FOR 4 HOURS, THEN 2 X	18	6.0	6124	2.3
5 1 1/2 X FOR 8 HOURS, THEN 2 X	5	1.7	7690	2.8
6 2 X	85	28.2	52927	19.5
7 OTHER	21	7.0	33336	12.3
TOTAL	301	100.0	271565	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	65	21.6	73007	26.9
1 1 1/2 X FOR 1 HOUR, THEN 2 X	7	2.3	7582	2.8
2 1 1/2 X FOR 2 HOURS, THEN 2 X	47	15.6	21619	8.0
3 1 1/2 X FOR 3 HOURS, THEN 2 X	25	8.3	16682	6.1
4 1 1/2 X FOR 4 HOURS, THEN 2 X	18	6.0	5482	2.0
5 1 1/2 X FOR 8 HOURS, THEN 2 X	13	4.3	14674	5.4
6 2 X	93	30.9	94337	34.7
7 OTHER	33	11.0	38182	14.1
TOTAL	301	100.0	271565	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	36	12.0	16383	6.0
1 1 1/2 X	56	18.6	79288	29.2
2 1 1/2 X FOR 1 HOUR, THEN 2 X	2	0.7	1000	0.4
3 1 1/2 X FOR 2 HOURS, THEN 2 X	12	4.0	8742	3.2
4 1 1/2 X FOR 3 HOURS, THEN 2 X	7	2.3	1330	0.5
5 1 1/2 X FOR 4 HOURS, THEN 2 X	13	4.3	3198	1.2
6 2 X	139	46.2	128343	47.3
7 OTHER	36	12.0	33281	12.3
TOTAL	301	100.0	271565	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	34	11.3	12972	4.8
1 1 1/2 X	16	5.3	18790	6.9
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	2	0.7	7100	2.6
4 1 1/2 X FOR 4 HOURS, THEN 2 X	3	1.0	579	0.2
5 2 X	222	73.8	207830	76.5
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	24	8.0	24294	8.9
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	78	25.9	99525	36.6
1 PAY ONLY	86	28.6	43430	16.0
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	129	42.9	125953	46.4
4 OTHER	8	2.7	2657	1.0
TOTAL	301	100.0	271565	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	193	64.1	149790	55.2
1 RIGHT TO REFUSE OVERTIME	104	34.6	120603	44.4
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	4	1.3	1172	0.4
TOTAL	301	100.0	271565	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	202	67.1	178501	65.7
1 PROVISION	99	32.9	93064	34.3
TOTAL	301	100.0	271565	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	209	69.4	159523	58.7
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	40	13.3	70647	26.0
2 1 1/2 X	7	2.3	1565	0.6
3 1 1/2 X FOR 2 HOURS, THEN 2 X	1	0.3	600	0.2
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	0.7	750	0.3
5 2 X	4	1.3	1525	0.6
6 FLAT AMOUNT PER HOUR OR DAY	22	7.3	11833	4.4
7 OTHER	16	5.3	25122	9.3
TOTAL	301	100.0	271565	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	198	65.8	136370	50.2
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	31	10.3	27019	9.9
2 1 1/2 X	18	6.0	64182	23.6
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	15	5.0	10470	3.9
6 FLAT AMOUNT PER HOUR OR PER DAY	22	7.3	14007	5.2
7 OTHER	17	5.6	19517	7.2
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	71	23.6	69212	25.5
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	9	3.0	10253	3.8
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	6	2.0	2051	0.8
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	41	13.6	42322	15.6
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	5	1.7	2946	1.1
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	38	12.6	15304	5.6
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	39	13.0	68378	25.2
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	38	12.6	25120	9.3
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	5	1.7	4215	1.6
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	6	2.0	3433	1.3
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	5	1.7	1868	0.7
12 OTHER	38	12.6	26463	9.7
TOTAL	301	100.0	271565	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	129	42.9	55754	20.5
1 ON OVERTIME, CALL-IN, HOLIDAY ETC.	128	42.5	187160	68.9
2 ON DESIGNATED SHIFTS	12	4.0	9154	3.4
3 1 AND 2	15	5.0	7302	2.7
4 OTHER	17	5.6	12195	4.5
TOTAL	301	100.0	271565	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	133	44.2	61409	22.6
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	11	3.7	16285	6.0
4 $4.00 TO $4.99	4	1.3	2589	1.0
5 $5.00 AND MORE	62	20.6	79351	29.2
6 MEAL PROVIDED	56	18.6	95336	35.1
7 OTHER	35	11.6	16595	6.1
TOTAL	301	100.0	271565	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	233	77.4	136486	50.3
1 1 1/2 X	15	5.0	52634	19.4
2 1 1/2 X FOLLOWED BY A HIGHER RATE	10	3.3	3888	1.4
3 2 X	8	2.7	15163	5.6
4 FLAT AMOUNT	4	1.3	915	0.3
5 OTHER	31	10.3	62479	23.0
TOTAL	301	100.0	271565	100.0
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	222	73.8	133633	49.2
1 PROVISION	79	26.2	137932	50.8
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	215	71.4	203152	74.8
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	12	4.0	4082	1.5
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	47	15.6	37244	13.7
3 PERCENTAGE OF REGULAR RATE	9	3.0	10103	3.7
4 REDUCED SHIFT	1	0.3	185	0.1
5 OTHER	17	5.6	16799	6.2
TOTAL	301	100.0	271565	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	65	21.6	32807	12.1
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	10	3.3	2983	1.1
3 20 - 29 CENTS PER HOUR	20	6.6	9572	3.5
4 30 - 50 CENTS PER HOUR	75	24.9	91563	33.7
5 MORE THAN 50 CENTS PER HOUR	36	12.0	56999	21.0
6 1/2 HOUR'S PAY PER SHIFT	10	3.3	3230	1.2
7 1 HOUR'S PAY PER SHIFT	17	5.6	25074	9.2
8 PERCENTAGE OF HOURLY WAGE RATE	20	6.6	10960	4.0
9 FLAT AMOUNT PER SHIFT	7	2.3	15167	5.6
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	7	2.3	4050	1.5
11 OTHER	28	9.3	19160	7.1
TOTAL	301	100.0	271565	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	64	21.3	29638	10.9
1 LESS THAN 10 CENTS PER HOUR	1	0.3	122	0.0
2 10 - 19 CENTS PER HOUR	3	1.0	459	0.2
3 20 - 29 CENTS PER HOUR	19	6.3	9218	3.4
4 30 - 49 CENTS PER HOUR	46	15.3	55914	20.6
5 50 - 75 CENTS PER HOUR	59	19.6	85539	31.5
6 MORE THAN 75 CENTS PER HOUR	18	6.0	11115	4.1
7 1/2 HOUR'S PAY PER SHIFT	2	0.7	1975	0.7
8 1 HOUR'S PAY PER SHIFT	12	4.0	15978	5.9
9 2 HOUR'S PAY PER SHIFT	14	4.7	12328	4.5
10 PERCENTAGE OF HOURLY WAGE RATE	20	6.6	10984	4.0
11 FLAT AMOUNT PER SHIFT	6	2.0	15043	5.5
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	8	2.7	4250	1.6
13 OTHER	29	9.6	19002	7.0
TOTAL	301	100.0	271565	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	250	83.1	205641	75.7
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	3	1.0	460	0.2
3 20 - 29 CENTS PER HOUR	4	1.3	1212	0.4
4 30 - 50 CENTS PER HOUR	2	0.7	280	0.1
5 MORE THAN 50 CENTS PER HOUR	2	0.7	254	0.1
6 ONE HOUR'S PAY PER SHIFT	4	1.3	12335	4.5
7 FLAT AMOUNT PER SHIFT	2	0.7	11315	4.2
8 SPLIT SHIFT PROHIBITED	16	5.3	17499	6.4
9 OTHER	18	6.0	22569	8.3
TOTAL	301	100.0	271565	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	5	1.7	2282	0.8
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	26	8.6	13087	4.8
4 11 DAYS	188	62.5	169919	62.6
5 12 DAYS	51	16.9	40413	14.9
6 13 DAYS	5	1.7	866	0.3
7 14 DAYS	16	5.3	17913	6.6
8 OTHER	10	3.3	27085	10.0
TOTAL	301	100.0	271565	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	107	35.5	108342	39.9
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	34	11.3	26542	9.8
2 MINIMUM LENGTH OF SERVICE	51	16.9	37760	13.9
3 1 AND 2	85	28.2	87825	32.3
4 OTHER	24	8.0	11096	4.1
TOTAL	301	100.0	271565	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	144	47.8	129566	47.7
1 LESS THAN 1 MONTH	23	7.6	8835	3.3
2 1 MONTH	89	29.6	81406	30.0
3 2 MONTHS	4	1.3	8580	3.2
4 3 MONTHS	2	0.7	780	0.3
5 MORE THAN 3 MONTHS	3	1.0	1157	0.4
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	19	6.3	27641	10.2
7 OTHER	17	5.6	13600	5.0
TOTAL	301	100.0	271565	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	28	9.3	13455	5.0
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	2	0.7	415	0.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	67	22.3	92301	34.0
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	160	53.2	81663	30.1
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	11	3.7	5667	2.1
5 OTHER	33	11.0	78064	28.7
TOTAL	301	100.0	271565	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	50	16.6	24896	9.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	214	71.1	228909	84.3
2 AN EXTRA DAY'S PAY	12	4.0	7482	2.8
3 EITHER 1 OR 2	13	4.3	4962	1.8
4 OTHER	12	4.0	5316	2.0
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9=06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	128	42.5	125772	46.3
1 ANOTHER PAID DAY OFF	146	49.2	123406	45.4
2 ANOTHER DAY'S PAY	5	1.7	936	0.3
3 EITHER 1 OR 2	19	6.3	20951	7.7
4 NOT GRANTED	1	0.3	500	0.2
TOTAL	301	100.0	271565	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10=01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	99	32.9	87120	32.1
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	3	1.0	6259	2.3
2 1 WEEK AFTER 6 MONTHS	5	1.7	2415	0.9
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	135	44.9	130700	48.1
4 OTHER	59	19.6	45071	16.6
TOTAL	301	100.0	271565	100.0
FIELD 10=02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	20	6.6	26353	9.7
1 2 WEEKS	-	-	-	-
2 3 WEEKS	9	3.0	4974	1.8
3 4 WEEKS	14	4.7	5719	2.1
4 5 WEEKS	50	16.6	21805	8.0
5 6 WEEKS	130	43.2	117736	43.4
6 7 WEEKS	50	16.6	74759	27.5
7 OTHER	28	9.3	20217	7.4
TOTAL	301	100.0	271565	100.0
FIELD 10=03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	26	8.6	7946	2.9
1 YEAR OF SERVICE	90	29.9	87143	32.1
2 YEARS	70	23.3	85229	31.4
3 YEARS	65	21.6	47716	17.6
4 YEARS	16	5.3	7311	2.7
5 YEARS	14	4.7	6635	2.4
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	12	4.0	15404	5.7
12 OTHER	8	2.7	14179	5.2
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-04 PAID VACATION - 4 WEEKS				
0 NO PROVISION	44	14.6	30629	11.3
1 YEAR OF SERVICE	11	3.7	15334	5.6
2 YEARS	-	-	-	-
3 YEARS	3	1.0	443	0.2
4 YEARS	4	1.3	3128	1.2
5 YEARS	11	3.7	4984	1.8
6 YEARS	17	5.6	5647	2.1
7 YEARS	46	15.3	82094	30.2
8 YEARS	64	21.3	33929	12.5
9 YEARS	48	15.9	53362	19.6
10 YEARS	41	13.6	36102	13.3
11 YEARS	3	1.0	3557	1.3
12 YEARS	6	2.0	1404	0.5
13 YEARS	2	0.7	670	0.2
14 YEARS	-	-	-	-
15 YEARS	1	0.3	222	0.1
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	301	100.0	271565	100.0
FIELD 10-05 PAID VACATION - 5 WEEKS				
0 NO PROVISION	57	18.9	35698	13.1
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	1	0.3	10000	3.7
6 YEARS	-	-	-	-
7 YEARS	2	0.7	1490	0.5
8 YEARS	1	0.3	170	0.1
9 YEARS	3	1.0	440	0.2
10 YEARS	10	3.3	5660	2.1
11 YEARS	5	1.7	3951	1.5
12 YEARS	10	3.3	46609	17.2
13 YEARS	18	6.0	10022	3.7
14 YEARS	16	5.3	5915	2.2
15 YEARS	63	20.9	47092	17.3
16 YEARS	18	6.0	5896	2.2
17 YEARS	36	12.0	46032	17.0
18 YEARS	20	6.6	13354	4.9
19 YEARS	4	1.3	8863	3.3
20 YEARS	25	8.3	25012	9.2
21 YEARS	2	0.7	947	0.3
22 YEARS	7	2.3	3365	1.2
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	3	1.0	1049	0.4
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	301	100.0	271565	100.0

FIELD 10-06 PAID VACATION - 6 WEEKS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	109	36.2	59563	21.9
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	1	0.3	10000	3.7
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	1	0.3	170	0.1
14 YEARS	3	1.0	440	0.2
15 YEARS	2	0.7	1523	0.6
16 YEARS	1	0.3	184	0.1
17 YEARS	3	1.0	505	0.2
18 YEARS	17	5.6	12615	4.6
19 YEARS	4	1.3	1828	0.7
20 YEARS	38	12.6	58678	21.6
21 YEARS	3	1.0	1779	0.7
22 YEARS	12	4.0	7943	2.9
23 YEARS	15	5.0	5894	2.2
24 YEARS	41	13.6	65711	24.2
25 YEARS	30	10.0	20255	7.5
26 YEARS	3	1.0	962	0.4
27 YEARS	3	1.0	3845	1.4
28 YEARS	4	1.3	6308	2.3
29 YEARS	1	0.3	568	0.2
30 YEARS	10	3.3	12794	4.7
TOTAL	301	100.0	271565	100.0

FIELD 10-07 PAID VACATION - 7 WEEKS

0 NO PROVISION	243	80.7	180186	66.4
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	1	0.3	10000	3.7
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	3	1.0	440	0.2
20 YEARS	1	0.3	1315	0.5
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	11	3.7	8049	3.0
24 YEARS	1	0.3	163	0.1
25 YEARS	5	1.7	3041	1.1
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	4	1.3	2010	0.7
30 YEARS	32	10.6	66361	24.4
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	31	10.3	15418	5.7
1 REGULAR PAY	73	24.3	85807	31.6
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	121	40.2	71029	26.2
3 1 OR 2, WHICHEVER IS GREATER	73	24.3	86517	32.6
4 OTHER	3	1.0	10794	4.0
TOTAL	301	100.0	271565	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	176	58.5	137811	50.7
1 WITH LIMITATIONS	71	23.6	112035	41.3
2 WITHOUT LIMITATIONS	3	1.0	2249	0.8
3 NOT ALLOWED	48	15.9	18905	7.0
4 OTHER	3	1.0	565	0.2
TOTAL	301	100.0	271565	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	242	80.4	219006	80.6
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	2	0.7	333	0.1
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	44	14.6	40828	15.0
3 OTHER	13	4.3	11398	4.2
TOTAL	301	100.0	271565	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	30	10.0	16941	6.2
1 1 DAY	4	1.3	4532	1.7
2 2 DAYS	6	2.0	2260	0.8
3 3 DAYS	175	58.1	143547	52.9
4 4 DAYS	9	3.0	4198	1.5
5 5 DAYS	37	12.3	75664	27.9
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	32	10.6	9825	3.6
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	7	2.3	14098	5.2
8 OTHER	1	0.3	500	0.2
TOTAL	301	100.0	271565	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	50	16.6	36785	13.5
1 PROVISION FOR FULL REGULAR PAY	248	82.4	234407	86.3
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	3	1.0	373	0.1
TOTAL	301	100.0	271565	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	63	20.9	38473	14.2
1 PAID LEAVE	7	2.3	7278	2.7
2 UNPAID LEAVE	127	42.2	120597	44.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	97	32.2	103328	38.0
4 OTHER	7	2.3	1889	0.7
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	273	90.7	197199	72.6
1 1 DAY	2	0.7	1341	0.5
2 2 DAYS	-	-	-	-
3 3 DAYS	13	4.3	47859	17.6
4 5 DAYS	10	3.3	12741	4.7
5 OTHER	3	1.0	12425	4.6
TOTAL	301	100.0	271565	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	277	92.0	223471	82.3
1 1 MONTHS' SERVICE	1	0.3	89	0.0
2 2 TO 6 MONTHS' SERVICE	19	6.3	47404	17.5
3 MORE THAN 6 MONTHS	4	1.3	601	0.2
TOTAL	301	100.0	271565	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	158	52.5	127983	47.1
1 16 WEEKS	3	1.0	1201	0.4
2 18 WEEKS	13	4.3	12354	4.5
3 19 - 25 WEEKS	26	8.6	30259	11.1
4 26 WEEKS	41	13.6	66361	24.4
5 27 - 52 WEEKS	11	3.7	3907	1.4
6 OTHER	49	16.3	29500	10.9
TOTAL	301	100.0	271565	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	209	69.4	158931	58.5
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	47	15.6	26271	9.7
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	25	8.3	63238	23.3
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	20	6.6	23125	8.5
TOTAL	301	100.0	271565	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	252	83.7	196682	72.4
1 1 DAY	30	10.0	55398	20.4
2 2 DAYS	7	2.3	5822	2.1
3 3 DAYS	3	1.0	432	0.2
4 OTHER	9	3.0	13231	4.9
TOTAL	301	100.0	271565	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	232	77.1	190816	70.3
1 PROVISION EXISTS	69	22.9	80749	29.7
TOTAL	301	100.0	271565	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	205	68.1	156487	57.6
1 PROVISION	96	31.9	115078	42.4
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	250	83.1	191890	70.7
1 1 DAY	2	0.7	478	0.2
2 2 DAYS	10	3.3	13330	4.9
3 3 DAYS	8	2.7	5024	1.9
4 5 DAYS	12	4.0	13712	5.0
5 OTHER	19	6.3	47131	17.4
TOTAL	301	100.0	271565	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	12	4.0	6053	2.2
1 HEALTH AND WELFARE FUND	50	16.6	80080	29.5
2 SERIES OF PLANS	232	77.1	182165	67.1
3 OTHER	7	2.3	3267	1.2
TOTAL	301	100.0	271565	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	129	42.9	75835	27.9
1 IMMEDIATELY ON BEING EMPLOYED	19	6.3	47145	17.4
2 1 MONTH	19	6.3	18418	6.8
3 3 MONTHS	14	4.7	8368	3.1
4 6 MONTHS	11	3.7	5077	1.9
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	85	28.2	101250	37.3
7 OTHER	24	8.0	15472	5.7
TOTAL	301	100.0	271565	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	248	82.4	197136	72.6
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	2	0.7	1750	0.6
4 30 - 39 CENTS PER HOUR	2	0.7	2550	0.9
5 40 - 49 CENTS PER HOUR	1	0.3	150	0.1
6 50 - 75 CENTS PER HOUR	22	7.3	16199	6.0
7 MORE THAN 75 CENTS PER HOUR	15	5.0	15537	5.7
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	6	2.0	36083	13.3
9 OTHER	5	1.7	2160	0.8
TOTAL	301	100.0	271565	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	14	4.7	6471	2.4
1 100% OF PREMIUM	154	51.2	178598	65.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	9	3.0	5914	2.2
3 75% OF PREMIUM	11	3.7	17040	6.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	21	7.0	7464	2.7
5 50% OF PREMIUM	39	13.0	14847	5.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	3.3	5247	1.9
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	43	14.3	35984	13.3
10 OTHER	-	-	-	-
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	50	16.6	17400	6.4
1 100% OF PREMIUM	142	47.2	177623	65.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	7	2.3	5440	2.0
3 75% OF PREMIUM	10	3.3	16840	6.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	16	5.3	5479	2.0
5 50% OF PREMIUM	24	8.0	8634	3.2
6 LESS THAN 50% OF PREMIUM	1	0.3	75	0.0
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	9	3.0	4790	1.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	39	13.0	31934	11.8
10 OTHER	3	1.0	3350	1.2
TOTAL	301	100.0	271565	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	70	23.3	48880	18.0
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	78	25.9	37566	13.8
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	11	3.7	6259	2.3
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	76	25.2	87263	32.1
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	60	19.9	89413	32.9
7 OTHER	6	2.0	2184	0.8
TOTAL	301	100.0	271565	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	152	50.5	134178	49.4
1 LESS THAN 6 DAYS PER YEAR	12	4.0	7945	2.9
2 1/2 DAY PER MONTH = 6 DAYS PER YEAR	30	10.0	61581	22.7
3 1 DAY PER MONTH = 12 DAYS PER YEAR	8	2.7	3714	1.4
4 1 1/4 DAYS PER MONTH = 15 DAYS PER YEAR	18	6.0	8312	3.1
5 1 1/2 DAYS PER MONTH = 18 DAYS PER YEAR	43	14.3	11440	4.2
6 1 2/3 DAYS PER MONTH= 20 DAYS PER YEAR	9	3.0	4292	1.6
7 2 DAYS PER MONTH = 24 DAYS PER YEAR	2	0.7	11300	4.2
8 OTHER	27	9.0	28803	10.6
TOTAL	301	100.0	271565	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	182	60.5	205196	75.6
1 30 DAYS OR LESS	18	6.0	9626	3.5
2 31 TO 90 DAYS	10	3.3	7706	2.8
3 91 TO 120 DAYS	12	4.0	9882	3.6
4 121 TO 150 DAYS	16	5.3	4329	1.6
5 151 TO 200 DAYS	25	8.3	8647	3.2
6 201 TO 250 DAYS	5	1.7	1190	0.4
7 MORE THAN 250 DAYS, BUT LIMITED	9	3.0	3534	1.3
8 UNLIMITED ACCUMULATION	11	3.7	12712	4.7
9 OTHER	13	4.3	8743	3.2
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	221	73.4	222418	81.9
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	8	2.7	2971	1.1
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	7	2.3	16992	6.3
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	39	13.0	13910	5.1
4 COMBINATION	3	1.0	610	0.2
5 OTHER	23	7.6	14664	5.4
TOTAL	301	100.0	271565	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	146	48.5	88083	32.4
1 100% OF PREMIUM	100	33.2	146219	53.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	0.7	567	0.2
3 75% OF PREMIUM	2	0.7	3810	1.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	11	3.7	4370	1.6
5 50% OF PREMIUM	7	2.3	1107	0.4
6 LESS THAN 50% OF PREMIUM	5	1.7	3214	1.2
7 FLAT AMOUNT	1	0.3	145	0.1
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	19	6.3	21687	8.0
9 OTHER	8	2.7	2363	0.9
TOTAL	301	100.0	271565	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	150	49.8	87218	32.1
1 12 WEEKS OR LESS	1	0.3	117	0.0
2 13 WEEKS	1	0.3	169	0.1
3 26 WEEKS	44	14.6	69177	25.5
4 39 WEEKS	1	0.3	200	0.1
5 52 WEEKS	53	17.6	71552	26.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	7	2.3	17167	6.3
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	27	9.0	19195	7.1
8 OTHER	17	5.6	6770	2.5
TOTAL	301	100.0	271565	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	145	48.2	85430	31.5
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	1	0.3	150	0.1
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	10	3.3	6479	2.4
5 MORE THAN $200 PER WEEK	49	16.3	67327	24.8
6 PERCENTAGE OF EARNINGS	51	16.9	72009	26.5
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	4	1.3	984	0.4
8 VARIES ACCORDING TO EARNINGS	16	5.3	6753	2.5
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	20	6.6	20626	7.6
10 OTHER	5	1.7	11807	4.3
TOTAL	301	100.0	271565	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	173	57.5	95409	35.1
1 PROVISION	128	42.5	176156	64.9
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	32	10.6	19853	7.3
1 100% OF PREMIUM	153	50.8	136451	50.2
2 LESS THAN 100% BUT MORE THAN 75%	2	0.7	564	0.2
3 75% OF PREMIUM	7	2.3	5400	2.0
4 LESS THAN 75% BUT MORE THAN 50%	11	3.7	3928	1.4
5 50% OF PREMIUM	31	10.3	10030	3.7
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	15	5.0	18762	6.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	42	14.0	33860	12.5
9 OTHER	8	2.7	42717	15.7
TOTAL	301	100.0	271565	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	35	11.6	23748	8.7
1 LESS THAN $ 5,000	6	2.0	1724	0.6
2 $5,001 TO $10,000	10	3.3	3517	1.3
3 $10,001 TO $15,000	7	2.3	2185	0.8
4 $15,001 TO $20,000	32	10.6	13026	4.8
5 MORE THAN $20,000	59	19.6	79174	29.2
6 VARIES ACCORDING TO EARNINGS	64	21.3	84968	31.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	38	12.6	24986	9.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	40	13.3	30850	11.4
9 OTHER	10	3.3	7387	2.7
TOTAL	301	100.0	271565	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	116	38.5	57403	21.1
1 100% OF PREMIUM	104	34.6	151319	55.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.3	114	0.0
3 75% OF PREMIUM	2	0.7	4060	1.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	1.7	2899	1.1
5 50% OF PREMIUM	16	5.3	6240	2.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	2	0.7	529	0.2
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	2.3	13642	5.0
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	42	14.0	33210	12.2
10 OTHER	6	2.0	2149	0.8
TOTAL	301	100.0	271565	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	116	38.5	62366	23.0
1 LESS THAN $5,000	2	0.7	863	0.3
2 $5,001 TO $10,000	8	2.7	5627	2.1
3 $10,001 TO $15,000	3	1.0	770	0.3
4 $15,001 TO $20,000	25	8.3	11704	4.3
5 MORE THAN $20,000	50	16.6	76127	28.0
6 VARIES ACCORDING TO EARNINGS	31	10.3	62911	23.2
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	19	6.3	17217	6.3
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	42	14.0	33210	12.2
9 OTHER	5	1.7	770	0.3
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	35	11.6	12607	4.6
1 100% OF PREMIUM	143	47.5	185961	68.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	10	3.3	5884	2.2
3 75% OF PREMIUM	16	5.3	11361	4.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	15	5.0	5399	2.0
5 50% OF PREMIUM	32	10.6	11989	4.4
6 FLAT AMOUNT	2	0.7	940	0.3
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	2.0	2177	0.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	38	12.6	31075	11.4
9 OTHER	4	1.3	4172	1.5
TOTAL	301	100.0	271565	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	38	12.6	14818	5.5
1 BASIC (A)	7	2.3	1609	0.6
2 BASIC AND EXTENDED (A AND B)	50	16.6	23203	8.5
3 BASIC AND ORTHODONTIC (A AND C)	1	0.3	800	0.3
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	126	41.9	177647	65.4
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	37	12.3	16018	5.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	40	13.3	32860	12.1
7 OTHER	2	0.7	4610	1.7
TOTAL	301	100.0	271565	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	90	29.9	43427	16.0
1 100% OF COST OF PLAN	14	4.7	10109	3.7
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	3	1.0	896	0.3
5 50% OF COST OF PLAN	6	2.0	2753	1.0
6 FLAT AMOUNT	42	14.0	69875	25.7
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	101	33.6	98179	36.2
8 OTHER	45	15.0	46326	17.1
TOTAL	301	100.0	271565	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	162	53.8	122604	45.1
1 UNION	39	13.0	34914	12.9
2 MANAGEMENT	16	5.3	46625	17.2
3 JOINT UNION-MANAGEMENT ADMINISTRATION	22	7.3	33825	12.5
4 ADMINISTERED BY SEPARATE TRUSTEES	15	5.0	10023	3.7
5 OTHER	47	15.6	23574	8.7
TOTAL	301	100.0	271565	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	5	1.7	1693	0.6
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	31	10.3	46591	17.2
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	66	21.9	28346	10.4
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	105	34.9	121621	44.8
4 BY UNION REPRESENTATIVE	36	12.0	34883	12.8
5 BY GRIEVANCE COMMITTEE	3	1.0	720	0.3
6 BY WRITTEN NOTICE	44	14.6	22285	8.2
7 CHOICE OF SEVERAL PROCEDURES	4	1.3	1172	0.4
8 OTHER	7	2.3	14254	5.2
TOTAL	301	100.0	271565	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	62	20.6	44430	16.4
1 72 HOURS OR LESS	14	4.7	3513	1.3
2 5 DAYS	33	11.0	11415	4.2
3 1 WEEK	14	4.7	8871	3.3
4 10 DAYS	33	11.0	17023	6.3
5 2 WEEKS	28	9.3	60889	22.4
6 3 WEEKS	-	-	-	-
7 1 MONTH	51	16.9	77209	28.4
8 2 MONTHS	4	1.3	2492	0.9
9 VARIES BY TYPE OF GRIEVANCE	16	5.3	9516	3.5
10 OTHER	46	15.3	36207	13.3
TOTAL	301	100.0	271565	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	174	57.8	121065	44.6
1 PROVISION	127	42.2	150500	55.4
TOTAL	301	100.0	271565	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	212	70.4	209314	77.1
1 PROVISION	89	29.6	62251	22.9
TOTAL	301	100.0	271565	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	7	2.3	3245	1.2
1 SINGLE ARBITRATOR	61	20.3	68609	25.3
2 PERMANENT UMPIRE (NAMED)	10	3.3	7913	2.9
3 TRIPARTITE BOARD	163	54.2	83372	30.7
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	0.3	4000	1.5
5 CHOICE OF ALTERNATIVES	43	14.3	86322	31.8
6 OTHER	16	5.3	18104	6.7
TOTAL	301	100.0	271565	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	271	90.0	250435	92.2
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	30	10.0	21130	7.8
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 14 - MISCELLANEOUS PROVISIONS				
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	176	58.5	110247	40.6
1 PROVISION	125	41.5	161318	59.4
TOTAL	301	100.0	271565	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	63	20.9	37681	13.9
1 JOINT SAFETY COMMITTEE	46	15.3	21654	8.0
2 SAFETY CLOTHING OR EQUIPMENT	28	9.3	11049	4.1
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	6	2.0	2464	0.9
4 1 AND 2	55	18.3	72379	26.7
5 1 AND 3	12	4.0	25019	9.2
6 2 AND 3	11	3.7	11101	4.1
7 1, 2 AND 3	73	24.3	88227	32.5
8 OTHER	7	2.3	1991	0.7
TOTAL	301	100.0	271565	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	109	36.2	63060	23.2
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	106	35.2	75764	27.9
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	5	1.7	2099	0.8
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	0.3	370	0.1
4 RIGHT TO UNDERTAKE INSPECTIONS	24	8.0	15974	5.9
5 COMBINATION OF 2 AND 3	2	0.7	510	0.2
6 COMBINATION OF 2 AND 4	12	4.0	46067	17.0
7 COMBINATION OF 2, 3 AND 4	15	5.0	9404	3.5
8 OTHER	27	9.0	58317	21.5
TOTAL	301	100.0	271565	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	116	38.5	63973	23.6
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	112	37.2	89315	32.9
2 PROVISION FOR PAY OF SAFETY COMMITTEE	73	24.3	118277	43.6
TOTAL	301	100.0	271565	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	114	37.9	46914	17.3
1 APPRENTICESHIP	69	22.9	109363	40.3
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	25	8.3	12790	4.7
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	14	4.7	8832	3.3
4 1 AND 2	20	6.6	14604	5.4
5 1 AND 3	3	1.0	1640	0.6
6 2 AND 3	13	4.3	3194	1.2
7 1, 2 AND 3	12	4.0	49080	18.1
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	3	1.0	755	0.3
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	4	1.3	10450	3.8
10 OTHER	24	8.0	13943	5.1
TOTAL	301	100.0	271565	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	222	73.8	126673	46.6
1 PROVISION	79	26.2	144892	53.4
TOTAL	301	100.0	271565	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	267	88.7	198632	73.1
1 PROVISION	34	11.3	72933	26.9
TOTAL	301	100.0	271565	100.0
FIELD 14-08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	96	31.9	64498	23.8
1 PROVISION	205	68.1	207067	76.2
TOTAL	301	100.0	271565	100.0
FIELD 14-09 TOOL ALLOWANCE				
0 NO PROVISION	158	52.5	95051	35.0
1 PROVISION	143	47.5	176514	65.0
TOTAL	301	100.0	271565	100.0

PART II:
PRIVATE SECTOR

(184 agreements covering 173 483 employees)

IIa. Manufacturing
IIb. Construction
IIc. Trade & Services
IId. Other Industries

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	113	61.4	38428	22.2
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	44	23.9	38682	22.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	5	2.7	19010	11.0
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	17	9.2	73863	42.6
4 MULTI-UNION AND SINGLE EMPLOYER	3	1.6	1900	1.1
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	1.1	1600	0.9
TOTAL	184	100.0	173483	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	7	3.8	572	0.3
1 100 - 199 EMPLOYEES	52	28.3	7837	4.5
2 200 - 499 EMPLOYEES	65	35.3	18931	10.9
3 500 - 999 EMPLOYEES	27	14.7	19045	11.0
4 1000 - 4999 EMPLOYEES	26	14.1	51598	29.7
5 5000 - 9,999 EMPLOYEES	5	2.7	36500	21.0
6 10,000 OR MORE EMPLOYEES	2	1.1	39000	22.5
TOTAL	184	100.0	173483	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	171	92.9	152243	87.8
1 FEDERAL	13	7.1	21240	12.2
TOTAL	184	100.0	173483	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	1	0.5	385	0.2
1 1 YEAR	15	8.2	8008	4.6
2 MORE THAN 1 YEAR, LESS THAN 2	2	1.1	1160	0.7
3 2 YEARS	144	78.3	144550	83.3
4 MORE THAN 2 YEARS, LESS THAN 3	4	2.2	2493	1.4
5 3 YEARS	16	8.7	16113	9.3
6 MORE THAN 3 YEARS	1	0.5	300	0.2
7 OTHER	1	0.5	474	0.3
TOTAL	184	100.0	173483	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	-	-	-	-
3 1ST HALF OF 1981	8	4.3	3446	2.0
4 2ND HALF OF 1981	17	9.2	9076	5.2
5 1ST HALF OF 1982	67	36.4	55290	31.9
6 2ND HALF OF 1982	27	14.7	23608	13.6
7 LATER THAN 1982	65	35.3	82063	47.3
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1=06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	68	37.0	22213	12.8
1 CAPITAL REGION	5	2.7	1851	1.1
2 FRASER VALLEY	9	4.9	2178	1.3
3 COAST	8	4.3	4026	2.3
4 OKANAGAN CARIBOO	14	7.6	6569	3.8
5 KOOTENAY	7	3.8	8471	4.9
6 NORTH	10	5.4	3425	2.0
7 TWO OR MORE REGIONS	55	29.9	119611	68.9
8 INTER-PROVINCIAL	8	4.3	5139	3.0
TOTAL	184	100.0	173483	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2=01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	42	22.8	56618	32.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	80	43.5	83576	48.2
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	37	20.1	19949	11.5
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	24	13.0	13140	7.6
4 OTHER	1	0.5	200	0.1
TOTAL	184	100.0	173483	100.0
FIELD 2=02 CONTRACTING OUT				
0 NO PROVISION	73	39.7	48373	27.9
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	26	14.1	26204	15.1
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	19	10.3	5545	3.2
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	2	1.1	500	0.3
4 COMBINATION OF 1, 2, AND/OR 3	23	12.5	16918	9.8
5 CONTRACTING OUT PROHIBITED ENTIRELY	4	2.2	908	0.5
6 OTHER	37	20.1	75035	43.3
TOTAL	184	100.0	173483	100.0
FIELD 2=03 UNION SECURITY CLAUSE				
0 NO PROVISION	6	3.3	9368	5.4
1 CLOSED SHOP	20	10.9	23050	13.3
2 UNION SHOP	98	53.3	53473	30.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	41	22.3	65870	38.0
4 RAND FORMULA	6	3.3	3094	1.8
5 MAINTENANCE OF MEMBERSHIP	6	3.3	15796	9.1
6 SLOAN FORMULA	-	-	-	-
7 OTHER	7	3.8	2830	1.6
TOTAL	184	100.0	173483	100.0
FIELD 2=04 UNION DUES CHECK-OFF				
0 NO PROVISION	9	4.9	12748	7.3
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	111	60.3	72344	41.7
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	50	27.2	37175	21.4
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	4	2.2	6167	3.6
5 COMPULSORY FOR UNION MEMEBERS ONLY	4	2.2	43000	24.8
6 OTHER	6	3.3	2049	1.2
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	94	51.1	98898	57.0
1 CROSS PICKET LINES	37	20.1	30944	17.8
2 HOT CARGOES	3	1.6	2500	1.4
3 NON-UNION WORKERS	1	0.5	300	0.2
4 COMBINATION OF 1, 2, AND/OR 3	47	25.5	39591	22.8
5 OTHER	2	1.1	1250	0.7
TOTAL	184	100.0	173483	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	22	12.0	41124	23.7
1 UNION HIRING HALL	8	4.3	12300	7.1
2 EMPLOYER (PLANT, BARGAINING UNIT)	74	40.2	32280	18.6
3 DEPARTMENT (BRANCH, DIVISION)	9	4.9	6336	3.7
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	38	20.7	23205	13.4
6 EMPLOYER AND CRAFT	5	2.7	4221	2.4
7 COMBINATION OF THE ABOVE	11	6.0	3623	2.1
8 OTHER	17	9.2	50394	29.0
TOTAL	184	100.0	173483	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	30	16.3	34920	20.1
1 1 CALENDAR MONTH	24	13.0	23387	13.5
2 2 CALENDAR MONTHS	6	3.3	5628	3.2
3 3 CALENDAR MONTHS	17	9.2	5456	3.1
4 6 CALENDAR MONTHS	6	3.3	4325	2.5
5 30 WORKING DAYS	28	15.2	50369	29.0
6 45 WORKING DAYS	11	6.0	4614	2.7
7 60 WORKING DAYS	15	8.2	7351	4.2
8 240 WORKING HOURS	1	0.5	600	0.3
9 OTHER	46	25.0	36833	21.2
TOTAL	184	100.0	173483	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	44	23.9	79938	46.1
1 STRAIGHT SENIORITY	5	2.7	2697	1.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	74	40.2	46738	26.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	40	21.7	28415	16.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	18	9.8	14385	8.3
5 OTHER	3	1.6	1310	0.8
TOTAL	184	100.0	173483	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	24	13.0	16609	9.6
1 STRAIGHT SENIORITY	19	10.3	13135	7.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	98	53.3	106646	61.5
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	24	13.0	18040	10.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	9	4.9	7548	4.4
5 OTHER	10	5.4	11505	6.6
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3=05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	90	48.9	107528	62.0
1 LESS THAN 24 HOURS	14	7.6	16375	9.4
2 24 HOURS TO 48 HOURS	19	10.3	11906	6.9
3 72 HOURS	5	2.7	1045	0.6
4 1 WEEK	9	4.9	4316	2.5
5 2 WEEKS	14	7.6	5949	3.4
6 1 MONTH	3	1.6	11725	6.8
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	9	4.9	6451	3.7
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	4	2.2	3750	2.2
9 OTHER	17	9.2	4438	2.6
TOTAL	184	100.0	173483	100.0
FIELD 3=06 RECALL PROCEDURE				
0 NO PROVISION	24	13.0	16141	9.3
1 STRAIGHT SENIORITY	25	13.6	17686	10.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	94	51.1	97922	56.4
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	23	12.5	24102	13.9
4 SENIORITY CONSIDERED WITH OTHER FACTORS	6	3.3	4330	2.5
5 UNION HIRING HALL REFERRAL	7	3.8	11825	6.8
6 OTHER	5	2.7	1477	0.9
TOTAL	184	100.0	173483	100.0
FIELD 3=07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	47	25.5	32163	18.5
1 FAILURE TO REPORT WHEN NOTIFIED	14	7.6	15091	8.7
2 AFTER A SPECIFIED PERIOD OFF WORK	15	8.2	49654	28.6
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	108	58.7	76575	44.1
TOTAL	184	100.0	173483	100.0
FIELD 3=08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	51	27.7	39283	22.6
1 LESS THAN SIX MONTHS	4	2.2	3000	1.7
2 SIX MONTHS	16	8.7	13931	8.0
3 1 YEAR	30	16.3	27373	15.8
4 2 YEARS	10	5.4	5890	3.4
5 GRADUATED BY LENGTH OF SERVICE	57	31.0	76232	43.9
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	16	8.7	7774	4.5
TOTAL	184	100.0	173483	100.0
FIELD 3=09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	119	64.7	133402	76.9
1 UP TO 1 YEAR	20	10.9	6025	3.5
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	5	2.7	1132	0.7
3 GREATER THAN 2 YEARS	5	2.7	3592	2.1
4 VARIES BY INCAPACITATION = INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	5	2.7	1735	1.0
5 OTHER	30	16.3	27597	15.9
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	124	67.4	132648	76.5
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	40	21.7	23698	13.7
3 SENIORITY RETAINED INDEFINITELY	12	6.5	7633	4.4
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	0.5	514	0.3
5 OTHER	7	3.8	8990	5.2
TOTAL	184	100.0	173483	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	141	76.6	134840	77.7
1 FOR UNION OFFICIALS	24	13.0	22370	12.9
2 SPECIAL SKILLS, APPRENTICES, ETC.	10	5.4	13075	7.5
3 1 AND 2	5	2.7	2463	1.4
4 OTHER	4	2.2	735	0.4
TOTAL	184	100.0	173483	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	66	35.9	67108	38.7
1 PROVISION	118	64.1	106375	61.3
TOTAL	184	100.0	173483	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	145	78.8	143914	83.0
1 OLDER WORKERS	2	1.1	2070	1.2
2 DISABLED WORKERS	29	15.8	20918	12.1
3 BOTH OLDER AND DISABLED WORKERS	8	4.3	6581	3.8
TOTAL	184	100.0	173483	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	172	93.5	160781	92.7
1 PROVISION	12	6.5	12702	7.3
TOTAL	184	100.0	173483	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	145	78.8	141658	81.7
1 PROVISION	39	21.2	31825	18.3
TOTAL	184	100.0	173483	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	170	92.4	168094	96.9
1 PROVISION	14	7.6	5389	3.1
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4=06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	90	48.9	119275	68.8
1 REGULAR RATE OF EMPLOYEE	1	0.5	113	0.1
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	85	46.2	46919	27.0
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	8	4.3	7176	4.1
TOTAL	184	100.0	173483	100.0
FIELD 4=07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	143	77.7	151719	87.5
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	18	9.8	9090	5.2
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	12	6.5	7057	4.1
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	1.1	1317	0.8
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	2	1.1	1020	0.6
5 OTHER	7	3.8	3280	1.9
TOTAL	184	100.0	173483	100.0
FIELD 4=08 MOONLIGHTING				
0 NO PROVISION	149	81.0	149110	86.0
1 PROHIBITED	22	12.0	19926	11.5
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	9	4.9	3001	1.7
3 OTHER	4	2.2	1446	0.8
TOTAL	184	100.0	173483	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5=01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	81	44.0	59059	34.0
1 LESS THAN 3 MONTHS	21	11.4	9441	5.4
2 3 MONTHS	30	16.3	13598	7.8
3 6 MONTHS	29	15.8	62772	36.2
4 MORE THAN 6 MONTHS	1	0.5	11000	6.3
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	17	9.2	10513	6.1
6 OTHER	5	2.7	7100	4.1
TOTAL	184	100.0	173483	100.0
FIELD 5=02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	113	61.4	88949	51.3
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	24	13.0	56268	32.4
2 CONSULTATION - DETAILS NOT SPECIFIED	44	23.9	27366	15.8
3 OTHER	3	1.6	900	0.5
TOTAL	184	100.0	173483	100.0
FIELD 5=03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	153	83.2	141789	81.7
1 PROVISION	31	16.8	31694	18.3
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	92	50.0	81173	46.8
1 STRAIGHT LAYOFF	1	0.5	3600	2.1
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	83	45.1	85578	49.3
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	-	-	-	-
4 WORK FORCE REDUCED THROUGH ATTRITION	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 3 AND 4	-	-	-	-
8 COMBINATION OF 2, 3 AND 4	-	-	-	-
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	1	0.5	600	0.3
10 OTHER	7	3.8	2532	1.5
TOTAL	184	100.0	173483	100.0
FIELD 5=05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	123	66.8	139596	80.5
1 LESS THAN 1 YEAR	3	1.6	1760	1.0
2 1 YEAR	19	10.3	17260	9.9
3 2 YEARS	13	7.1	3746	2.2
4 3 YEARS	8	4.3	1568	0.9
5 4 YEARS	-	-	-	-
6 5 YEARS	13	7.1	6781	3.9
7 10 YEARS	-	-	-	-
8 OTHER	5	2.7	2772	1.6
TOTAL	184	100.0	173483	100.0
FIELD 5=06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	93	50.5	85823	49.5
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	41	22.3	58262	33.6
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	9	4.9	3418	2.0
4 VARIES ACCORDING TO LENGTH OF SERVICE	10	5.4	3256	1.9
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	5	2.7	1881	1.1
6 OTHER	26	14.1	20843	12.0
TOTAL	184	100.0	173483	100.0
FIELD 5=07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	112	60.9	94557	54.5
1 LESS THAN 20 WEEKS' PAY	13	7.1	5084	2.9
2 20 WEEKS' PAY	6	3.3	2273	1.3
3 26 WEEKS' PAY	3	1.6	854	0.5
4 30 WEEKS' PAY	20	10.9	48404	27.9
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	5	2.7	1076	0.6
6 1 YEAR'S PAY OR MORE	2	1.1	318	0.2
7 NO MAXIMUM	14	7.6	4226	2.4
8 OTHER	9	4.9	16689	9.6
TOTAL	184	100.0	173483	100.0
FIELD 5=08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	165	89.7	156460	90.2
1 LESS THAN 3 MONTHS	11	6.0	10129	5.8
2 3 MONTHS	2	1.1	310	0.2
3 6 MONTHS	4	2.2	6204	3.6
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
6 BY LENGTH OF SERVICE	1	0.5	180	0.1
7 OTHER	1	0.5	200	0.1
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	80	43.5	55977	32.3
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	64	34.8	33966	19.6
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	1.6	1795	1.0
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	2	1.1	868	0.5
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	27	14.7	73098	42.1
6 OTHER	8	4.3	7759	4.5
TOTAL	184	100.0	173483	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	91	49.5	72588	41.8
1 EMPLOYER PROGRAM	19	10.3	5080	2.9
2 UNION PROGRAM	1	0.5	1200	0.7
3 JOINT EMPLOYER-UNION PROGRAM	1	0.5	100	0.1
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	29	15.8	51780	29.8
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	41	22.3	42360	24.4
6 OTHER	2	1.1	375	0.2
TOTAL	184	100.0	173483	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	102	55.4	124803	71.9
1 UNION-MANAGEMENT CONSULTATION ONLY	25	13.6	16131	9.3
2 ARBITRATION OF WAGE RATE	52	28.3	23939	13.8
3 OTHER	5	2.7	8610	5.0
TOTAL	184	100.0	173483	100.0
SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS				
FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	12	6.5	8793	5.1
1 WAGE INCREASE EVERY SIX MONTHS	26	14.1	13821	8.0
2 WAGE INCREASE YEARLY	106	58.7	113293	65.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	30	16.3	34557	19.9
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	2	1.1	1090	0.6
5 OTHER	6	3.3	1929	1.1
TOTAL	184	100.0	173483	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	99	53.8	81091	46.7
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	2	1.1	535	0.3
3 COST-OF-LIVING ALLOWANCE CLAUSE	77	41.8	90788	52.3
4 COMBINATION OF 1, 2, AND/OR 3	3	1.6	580	0.3
5 OTHER	3	1.6	489	0.3
TOTAL	184	100.0	173483	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	102	55.4	78227	45.1
1 SEVERANCE PAY	80	43.5	91968	53.0
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	1	0.5	1300	0.7
4 OTHER	1	0.5	1988	1.1
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	127	69.0	136519	78.7
1 LESS THAN 1 YEAR	2	1.1	328	0.2
2 1 YEAR	22	12.0	24866	14.3
3 2 YEARS	10	5.4	3551	2.0
4 3 YEARS	1	0.5	173	0.1
5 5 YEARS	8	4.3	3614	2.1
6 10 YEARS	1	0.5	169	0.1
7 OTHER	13	7.1	4261	2.5
TOTAL	184	100.0	173483	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	104	56.5	80569	46.4
1 1 DAY'S PAY PER YEAR OF SERVICE	2	1.1	600	0.3
2 1 WEEK'S PAY PER YEAR OF SERVICE	29	15.8	67067	38.7
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	5	2.7	773	0.4
4 VARIES ACCORDING TO LENGTH OF SERVICE	15	8.2	11537	6.7
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	2	1.1	309	0.2
6 OTHER	27	14.7	12628	7.3
TOTAL	184	100.0	173483	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	128	69.6	92806	53.5
1 LESS THAN 20 WEEKS' PAY	11	6.0	3596	2.1
2 20 WEEKS' PAY	9	4.9	9456	5.5
3 26 WEEKS' PAY	2	1.1	740	0.4
4 30 WEEKS' PAY	2	1.1	600	0.3
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	3	1.6	1135	0.7
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	21	11.4	62654	36.1
8 OTHER	8	4.3	2496	1.4
TOTAL	184	100.0	173483	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 6 HOURS	-	-
2 7 HOURS	865	0.5
3 7 1/2 HOURS	29150	17.5
4 8 HOURS	122806	73.5
5 9 HOURS	1217	0.7
6 10 HOURS	-	-
7 FLEXIBLE WORK HOURS	225	0.1
8 OTHER	12756	7.6
TOTAL	167019	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 6 HOURS	-	-
2 7 HOURS	3538	54.7
3 7 1/2 HOURS	2221	34.4
4 8 HOURS	258	4.0
5 9 HOURS	-	-
6 10 HOURS	-	-
7 FLEXIBLE WORK HOURS	-	-
8 OTHER	447	6.9
TOTAL	6464	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			1317	0.8
3 5 DAYS			151939	91.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			2250	1.3
7 OTHER			11513	6.9
TOTAL			167019	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			-	-
3 5 DAYS			2537	39.2
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			3500	54.1
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			427	6.6
TOTAL			6464	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			250	0.1
1 32 HOURS			-	-
2 35 HOURS			1365	0.8
3 37 1/2 HOURS			28941	17.3
4 40 HOURS			122556	73.4
5 OTHER			13907	8.3
TOTAL			167019	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 32 HOURS			-	-
2 35 HOURS			139	2.2
3 37 1/2 HOURS			2120	32.8
4 40 HOURS			258	4.0
5 OTHER			3947	61.1
TOTAL			6464	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	13	7.1	51206	29.5
1 2 DAYS (CONSECUTIVE)	150	81.5	100663	58.0
2 2 DAYS (NOT CONSECUTIVE)	2	1.1	778	0.4
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	1	0.5	100	0.1
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	3	1.6	2808	1.6
7 OTHER	15	8.2	17928	10.3
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	110	59.8	127461	73.5
1 3 HOURS' PAY	3	1.6	799	0.5
2 4 HOURS' PAY	45	24.5	32590	18.8
3 FULL SHIFT'S PAY	21	11.4	10814	6.2
4 OTHER	5	2.7	1819	1.0
TOTAL	184	100.0	173483	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	149	81.0	160093	92.3
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	2	1.1	294	0.2
2 FULL SHIFT'S PAY	27	14.7	9977	5.8
3 OTHER	6	3.3	3119	1.8
TOTAL	184	100.0	173483	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	38	20.7	36824	21.2
1 ONE 10 MINUTE BREAK	-	-	-	-
2 TWO 10 MINUTE BREAKS	81	44.0	91724	52.9
3 TWO 15 MINUTE BREAKS	43	23.4	23286	13.4
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	1	0.5	11000	6.3
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	13	7.1	5667	3.3
6 OTHER	8	4.3	4960	2.9
TOTAL	184	100.0	173483	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	99	53.8	115696	66.3
1 LESS THAN 1 FULL DAY	4	2.2	1140	0.7
2 1 DAY (24 HOURS)	25	13.6	8271	4.8
3 48 HOURS	31	16.8	28608	16.5
4 72 HOURS	5	2.7	4447	2.6
5 1 WEEK	1	0.5	385	0.2
6 2 WEEKS OR MORE	2	1.1	414	0.2
7 NOTICE MENTIONED BUT NOT SPECIFIED	2	1.1	1020	0.6
8 OTHER	15	8.2	14102	8.1
TOTAL	184	100.0	173483	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	156	84.6	113936	65.7
1 PROVISION	28	15.2	59547	34.3
TOTAL	184	100.0	173483	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	136	73.9	141810	81.7
1 PROVISION	48	26.1	31673	18.3
TOTAL	184	100.0	173483	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	183	99.5	169883	97.9
1 PROVISION	1	0.5	3600	2.1
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	167	90.8	167908	96.8
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	6	3.3	1161	0.7
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	3	1.6	1270	0.7
5 UNDER STUDY	2	1.1	850	0.5
6 OTHER	6	3.3	2294	1.3
TOTAL	184	100.0	173483	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	20	10.9	20753	12.0
1 1 1/2 X FOR 1 HOUR, THEN 2 X	4	2.2	987	0.6
2 1 1/2 X FOR 2 HOURS, THEN 2 X	40	21.7	24186	13.9
3 1 1/2 X FOR 3 HOURS, THEN 2 X	26	14.1	54640	31.5
4 1 1/2 X FOR 4 HOURS, THEN 2 X	9	4.9	2675	1.5
5 1 1/2 X FOR 8 HOURS, THEN 2 X	3	1.6	6843	3.9
6 2 X	69	37.5	42926	24.7
7 OTHER	13	7.1	20473	11.8
TOTAL	184	100.0	173483	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	43	23.4	66776	38.5
1 1 1/2 X FOR 1 HOUR, THEN 2 X	2	1.1	521	0.3
2 1 1/2 X FOR 2 HOURS, THEN 2 X	22	12.0	9247	5.3
3 1 1/2 X FOR 3 HOURS, THEN 2 X	11	6.0	13470	7.8
4 1 1/2 X FOR 4 HOURS, THEN 2 X	8	4.3	2193	1.3
5 1 1/2 X FOR 8 HOURS, THEN 2 X	10	5.4	13747	7.9
6 2 X	70	38.0	43416	25.0
7 OTHER	18	9.8	24111	13.9
TOTAL	184	100.0	173483	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	16	8.7	9872	5.7
1 1 1/2 X	46	25.0	77110	44.4
2 1 1/2 X FOR 1 HOUR, THEN 2 X	2	1.1	1000	0.6
3 1 1/2 X FOR 2 HOURS, THEN 2 X	8	4.3	6187	3.6
4 1 1/2 X FOR 3 HOURS, THEN 2 X	1	0.5	100	0.1
5 1 1/2 X FOR 4 HOURS, THEN 2 X	8	4.3	2290	1.3
6 2 X	82	44.6	58858	33.9
7 OTHER	21	11.4	18066	10.4
TOTAL	184	100.0	173483	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	14	7.6	6481	3.7
1 1 1/2 X	12	6.5	17354	10.0
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	2	1.1	7100	4.1
4 1 1/2 X FOR 4 HOURS, THEN 2 X	1	0.5	209	0.1
5 2 X	139	75.5	129357	74.6
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	16	8.7	12982	7.5
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	55	29.9	92935	53.6
1 PAY ONLY	71	38.6	39820	23.0
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	55	29.9	39598	22.8
4 OTHER	3	1.6	1130	0.7
TOTAL	184	100.0	173483	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	110	59.8	118268	68.2
1 RIGHT TO REFUSE OVERTIME	72	39.1	54743	31.6
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	2	1.1	472	0.3
TOTAL	184	100.0	173483	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	119	64.7	140684	81.1
1 PROVISION	65	35.3	32799	18.9
TOTAL	184	100.0	173483	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	118	64.1	83608	48.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	28	15.2	63972	36.9
2 1 1/2 X	6	3.3	1455	0.8
3 1 1/2 X FOR 2 HOURS, THEN 2 X	1	0.5	600	0.3
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	1.1	750	0.4
5 2 X	4	2.2	1525	0.9
6 FLAT AMOUNT PER HOUR OR DAY	17	9.2	10040	5.8
7 OTHER	8	4.3	11555	6.7
TOTAL	184	100.0	173483	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	110	59.8	62072	35.8
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	21	11.4	20576	11.9
2 1 1/2 X	16	8.7	63850	36.8
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	15	8.2	10470	6.0
6 FLAT AMOUNT PER HOUR OR PER DAY	15	8.2	11364	6.6
7 OTHER	7	3.8	5151	3.0
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8=10 CALL=IN (CALL=BACK) PAY GUARANTEE				
0 NO PROVISION	55	29.9	61837	35.6
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	6	3.3	9614	5.5
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	3	1.6	1551	0.9
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	30	16.3	36633	21.1
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	4	2.2	2835	1.6
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	9	4.9	4360	2.5
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	14	7.6	5366	3.1
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	25	13.6	20454	11.8
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	4	2.2	4098	2.4
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	5	2.7	3283	1.9
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	5	2.7	1868	1.1
12 OTHER	24	13.0	21562	12.4
TOTAL	184	100.0	173483	100.0
FIELD 8=11 PAID MEAL PERIOD				
0 NO PROVISION	66	35.9	34363	19.8
1 ON OVERTIME, CALL=IN, HOLIDAY ETC.	91	49.5	118707	68.4
2 ON DESIGNATED SHIFTS	6	3.3	6998	4.0
3 1 AND 2	10	5.4	5413	3.1
4 OTHER	11	6.0	7982	4.6
TOTAL	184	100.0	173483	100.0
FIELD 8=12 MEAL ALLOWANCE ON OVERTIME OR CALL=IN				
0 NO PROVISION	68	37.0	37506	21.6
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	8	4.3	14716	8.5
4 $4.00 TO $4.99	3	1.6	1780	1.0
5 $5.00 AND MORE	34	18.5	17565	10.1
6 MEAL PROVIDED	52	28.3	94741	54.6
7 OTHER	19	10.3	7169	4.1
TOTAL	184	100.0	173483	100.0
FIELD 8=13 RATE FOR TRAVEL TIME ON OVERTIME, CALL=IN, ETC.				
0 NO PROVISION	151	82.1	107248	61.8
1 1 1/2 X	10	5.4	50500	29.1
2 1 1/2 X FOLLOWED BY A HIGHER RATE	2	1.1	816	0.5
3 2 X	1	0.5	101	0.1
4 FLAT AMOUNT	3	1.6	825	0.5
5 OTHER	17	9.2	13995	8.1
TOTAL	184	100.0	173483	100.0
FIELD 8=14 STAND=BY PAY				
0 NO PROVISION	157	85.3	113545	65.5
1 PROVISION	27	14.7	59938	34.5
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	133	72.3	122143	70.4
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	9	4.9	3205	1.8
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	27	14.7	29865	17.2
3 PERCENTAGE OF REGULAR RATE	6	3.3	5250	3.0
4 REDUCED SHIFT	1	0.5	185	0.1
5 OTHER	8	4.3	12835	7.4
TOTAL	184	100.0	173483	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	40	21.7	23929	13.8
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	4	2.2	979	0.6
3 20 - 29 CENTS PER HOUR	11	6.0	5970	3.4
4 30 - 50 CENTS PER HOUR	54	29.3	80355	46.3
5 MORE THAN 50 CENTS PER HOUR	20	10.9	11776	6.8
6 1/2 HOUR'S PAY PER SHIFT	4	2.2	2140	1.2
7 1 HOUR'S PAY PER SHIFT	17	9.2	25074	14.5
8 PERCENTAGE OF HOURLY WAGE RATE	7	3.8	2255	1.3
9 FLAT AMOUNT PER SHIFT	3	1.6	11410	6.6
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	6	3.3	3860	2.2
11 OTHER	18	9.8	5735	3.3
TOTAL	184	100.0	173483	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	37	20.1	20597	11.9
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	2	1.1	309	0.2
3 20 - 29 CENTS PER HOUR	10	5.4	6714	3.9
4 30 - 49 CENTS PER HOUR	30	16.3	51575	29.7
5 50 - 75 CENTS PER HOUR	32	17.4	31323	18.1
6 MORE THAN 75 CENTS PER HOUR	15	8.2	10402	6.0
7 1/2 HOUR'S PAY PER SHIFT	1	0.5	1870	1.1
8 1 HOUR'S PAY PER SHIFT	9	4.9	15363	8.9
9 2 HOUR'S PAY PER SHIFT	14	7.6	12328	7.1
10 PERCENTAGE OF HOURLY WAGE RATE	6	3.3	2155	1.2
11 FLAT AMOUNT PER SHIFT	3	1.6	11410	6.6
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	6	3.3	3860	2.2
13 OTHER	19	10.3	5577	3.2
TOTAL	184	100.0	173483	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	160	87.0	129570	74.7
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 50 CENTS PER HOUR	-	-	-	-
5 MORE THAN 50 CENTS PER HOUR	1	0.5	104	0.1
6 ONE HOUR'S PAY PER SHIFT	4	2.2	12335	7.1
7 FLAT AMOUNT PER SHIFT	2	1.1	11315	6.5
8 SPLIT SHIFT PROHIBITED	8	4.3	4362	2.5
9 OTHER	9	4.9	15797	9.1
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 9 - PAID HOLIDAYS				
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	2	1.1	1250	0.7
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	26	14.1	13087	7.5
4 11 DAYS	83	45.1	87576	50.5
5 12 DAYS	45	24.5	26182	15.1
6 13 DAYS	4	2.2	658	0.4
7 14 DAYS	16	8.7	17913	10.3
8 OTHER	8	4.3	26817	15.5
TOTAL	184	100.0	173483	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	51	27.7	34017	19.6
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	20	10.9	18559	10.7
2 MINIMUM LENGTH OF SERVICE	26	14.1	29427	17.0
3 1 AND 2	72	39.1	83669	48.2
4 OTHER	15	8.2	7811	4.5
TOTAL	184	100.0	173483	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	73	39.7	47480	27.4
1 LESS THAN 1 MONTH	12	6.5	4904	2.8
2 1 MONTH	66	35.9	73698	42.5
3 2 MONTHS	4	2.2	8580	4.9
4 3 MONTHS	1	0.5	600	0.3
5 MORE THAN 3 MONTHS	1	0.5	150	0.1
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	13	7.1	25682	14.8
7 OTHER	14	7.6	12389	7.1
TOTAL	184	100.0	173483	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	12	6.5	9077	5.2
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	1	0.5	315	0.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	44	23.9	86009	49.6
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	105	57.1	54912	31.7
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	3	1.6	664	0.4
5 OTHER	19	10.3	22506	13.0
TOTAL	184	100.0	173483	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	31	16.8	20398	11.8
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	133	72.3	142216	82.0
2 AN EXTRA DAY'S PAY	7	3.8	6736	3.9
3 EITHER 1 OR 2	7	3.8	1343	0.8
4 OTHER	6	3.3	2790	1.6
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	90	48.9	113335	65.3
1 ANOTHER PAID DAY OFF	74	40.2	41700	24.0
2 ANOTHER DAY'S PAY	4	2.2	656	0.4
3 EITHER 1 OR 2	16	8.7	17792	10.3
4 NOT GRANTED	-	-	-	-
TOTAL	184	100.0	173483	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	80	43.5	82280	47.4
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 1 WEEK AFTER 6 MONTHS	4	2.2	1436	0.8
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	64	34.8	57376	33.1
4 OTHER	36	19.6	32391	18.7
TOTAL	184	100.0	173483	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	15	8.2	25198	14.5
1 2 WEEKS	-	-	-	-
2 3 WEEKS	9	4.9	4974	2.9
3 4 WEEKS	13	7.1	5569	3.2
4 5 WEEKS	29	15.8	14968	8.6
5 6 WEEKS	60	32.6	42742	24.6
6 7 WEEKS	44	23.9	72633	41.9
7 OTHER	14	7.6	7399	4.3
TOTAL	184	100.0	173483	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	17	9.2	5608	3.2
1 YEAR OF SERVICE	22	12.0	13495	7.8
2 YEARS	51	27.7	80889	46.6
3 YEARS	58	31.5	45991	26.5
4 YEARS	16	8.7	7311	4.2
5 YEARS	14	7.6	6635	3.8
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	-	-	-	-
12 OTHER	6	3.3	13554	7.8
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-04 PAID VACATION - 4 WEEKS				
0 NO PROVISION	31	16.8	26946	15.5
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	1	0.5	160	0.1
4 YEARS	2	1.1	1600	0.9
5 YEARS	4	2.2	1057	0.6
6 YEARS	7	3.8	1179	0.7
7 YEARS	29	15.8	35415	20.4
8 YEARS	46	25.0	29322	16.9
9 YEARS	28	15.2	48285	27.8
10 YEARS	25	13.6	24413	14.1
11 YEARS	2	1.1	2750	1.6
12 YEARS	6	3.3	1464	0.8
13 YEARS	2	1.1	670	0.4
14 YEARS	-	-	-	-
15 YEARS	1	0.5	222	0.1
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	184	100.0	173483	100.0
FIELD 10-05 PAID VACATION - 5 WEEKS				
0 NO PROVISION	44	23.9	32515	18.7
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	5	2.7	1173	0.7
11 YEARS	2	1.1	1684	1.0
12 YEARS	4	2.2	3188	1.8
13 YEARS	12	6.5	8765	5.1
14 YEARS	8	4.3	3378	1.9
15 YEARS	47	25.5	41343	23.8
16 YEARS	5	2.7	1848	1.1
17 YEARS	17	9.2	41283	23.8
18 YEARS	12	6.5	4151	2.4
19 YEARS	4	2.2	8863	5.1
20 YEARS	22	12.0	24622	14.2
21 YEARS	-	-	-	-
22 YEARS	1	0.5	350	0.2
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	1	0.5	320	0.2
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	184	100.0	173483	100.0

FIELD 10-06 PAID VACATION - 6 WEEKS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	75	40.8	49543	28.6
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	1	0.5	184	0.1
17 YEARS	2	1.1	400	0.2
18 YEARS	15	8.2	9657	5.6
19 YEARS	1	0.5	1100	0.6
20 YEARS	22	12.0	9903	5.7
21 YEARS	3	1.6	1779	1.0
22 YEARS	7	3.8	5361	3.1
23 YEARS	5	2.7	1240	0.7
24 YEARS	23	12.5	61909	35.7
25 YEARS	16	8.7	16566	9.5
26 YEARS	-	-	-	-
27 YEARS	3	1.6	3845	2.2
28 YEARS	4	2.2	6308	3.6
29 YEARS	1	0.5	568	0.3
30 YEARS	6	3.3	5120	3.0
TOTAL	184	100.0	173483	100.0

FIELD 10-07 PAID VACATION - 7 WEEKS

0 NO PROVISION	136	73.9	94625	54.5
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	11	6.0	8049	4.6
24 YEARS	-	-	-	-
25 YEARS	4	2.2	2833	1.6
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	4	2.2	2010	1.2
30 YEARS	29	15.8	65966	38.0
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-01 ANNUAL VACATION PAY				
0 NO PROVISION	7	3.8	3801	2.2
1 REGULAR PAY	20	10.9	23221	13.4
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	96	52.2	61977	35.7
3 1 OR 2, WHICHEVER IS GREATER	60	32.6	83970	48.4
4 OTHER	1	0.5	514	0.3
TOTAL	184	100.0	173483	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	123	66.8	123267	71.1
1 WITH LIMITATIONS	17	9.2	31186	18.0
2 WITHOUT LIMITATIONS	1	0.5	1500	0.9
3 NOT ALLOWED	42	22.8	17427	10.0
4 OTHER	1	0.5	101	0.1
TOTAL	184	100.0	173483	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	157	85.3	145292	83.7
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	2	1.1	333	0.2
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	19	10.3	23691	13.7
3 OTHER	6	3.3	4167	2.4
TOTAL	184	100.0	173483	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	26	14.1	14614	8.4
1 1 DAY	4	2.2	4532	2.6
2 2 DAYS	6	3.3	2260	1.3
3 3 DAYS	114	62.0	116041	66.9
4 4 DAYS	6	3.3	2928	1.7
5 5 DAYS	10	5.4	17752	10.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	16	8.7	5756	3.3
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	1.1	9600	5.5
8 OTHER	-	-	-	-
TOTAL	184	100.0	173483	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	35	19.0	28091	16.2
1 PROVISION FOR FULL REGULAR PAY	146	79.3	145019	83.6
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	3	1.6	373	0.2
TOTAL	184	100.0	173483	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	55	29.9	35021	20.2
1 PAID LEAVE	4	2.2	6792	3.9
2 UNPAID LEAVE	94	51.1	104214	60.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	29	15.8	26456	15.2
4 OTHER	2	1.1	1000	0.6
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	179	97.3	160993	92.8
1 1 DAY	1	0.5	1141	0.7
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 5 DAYS	2	1.1	239	0.1
5 OTHER	2	1.1	11110	6.4
TOTAL	184	100.0	173483	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	180	97.8	172866	99.6
1 1 MONTHS' SERVICE	1	0.5	89	0.1
2 2 TO 6 MONTHS' SERVICE	1	0.5	209	0.1
3 MORE THAN 6 MONTHS	2	1.1	319	0.2
TOTAL	184	100.0	173483	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	125	67.9	115853	66.8
1 16 WEEKS	1	0.5	600	0.3
2 18 WEEKS	9	4.9	6891	4.0
3 19 - 25 WEEKS	12	6.5	25544	14.7
4 26 WEEKS	9	4.9	3139	1.8
5 27 - 52 WEEKS	5	2.7	1990	1.1
6 OTHER	23	12.5	19416	11.2
TOTAL	184	100.0	173483	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	151	82.1	134513	77.5
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	11	6.0	7427	4.3
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	14	7.6	12100	7.0
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	8	4.3	19443	11.2
TOTAL	184	100.0	173483	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	174	94.6	163266	94.1
1 1 DAY	4	2.2	3214	1.9
2 2 DAYS	3	1.6	4720	2.7
3 3 DAYS	-	-	-	-
4 OTHER	3	1.6	2283	1.3
TOTAL	184	100.0	173483	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	177	96.2	166258	95.8
1 PROVISION EXISTS	7	3.8	7225	4.2
TOTAL	184	100.0	173483	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	151	82.1	136831	78.9
1 PROVISION	33	17.9	36652	21.1
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	178	96.7	160930	92.8
1 1 DAY	-	-	-	-
2 2 DAYS	1	0.5	89	0.1
3 3 DAYS	-	-	-	-
4 5 DAYS	1	0.5	11000	6.3
5 OTHER	4	2.2	1464	0.8
TOTAL	184	100.0	173483	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	5	2.7	2866	1.7
1 HEALTH AND WELFARE FUND	50	27.2	80080	46.2
2 SERIES OF PLANS	122	66.3	87268	50.3
3 OTHER	7	3.8	3267	1.9
TOTAL	184	100.0	173483	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	80	43.5	58120	33.5
1 IMMEDIATELY ON BEING EMPLOYED	13	7.1	33157	19.1
2 1 MONTH	15	8.2	16510	9.5
3 3 MONTHS	7	3.8	6924	4.0
4 6 MONTHS	3	1.6	853	0.5
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	48	26.1	43190	24.9
7 OTHER	18	9.8	14729	8.5
TOTAL	184	100.0	173483	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	132	71.7	99184	57.2
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	2	1.1	1750	1.0
4 30 - 39 CENTS PER HOUR	2	1.1	2550	1.5
5 40 - 49 CENTS PER HOUR	1	0.5	150	0.1
6 50 - 75 CENTS PER HOUR	22	12.0	16199	9.3
7 MORE THAN 75 CENTS PER HOUR	15	8.2	15537	9.0
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	6	3.3	36083	20.8
9 OTHER	4	2.2	2030	1.2
TOTAL	184	100.0	173483	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	7	3.8	3286	1.9
1 100% OF PREMIUM	109	59.2	109027	62.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	8	4.3	5744	3.3
3 75% OF PREMIUM	1	0.5	11000	6.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	2100	1.2
5 50% OF PREMIUM	11	6.0	3557	2.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	1.1	2785	1.6
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	43	23.4	35984	20.7
10 OTHER	-	-	-	-
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	25	13.6	9482	5.5
1 100% OF PREMIUM	101	54.9	106192	61.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	5	2.7	4764	2.7
3 75% OF PREMIUM	1	0.5	11000	6.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	1.1	1700	1.0
5 50% OF PREMIUM	5	2.7	1850	1.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	2.2	3361	1.9
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	39	21.2	31934	18.4
10 OTHER	2	1.1	3200	1.8
TOTAL	184	100.0	173483	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	62	33.7	47404	27.3
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	8	4.3	3184	1.8
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	4	2.2	4760	2.7
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	70	38.0	82081	47.3
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	37	20.1	35457	20.4
7 OTHER	3	1.6	597	0.3
TOTAL	184	100.0	173483	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	135	73.4	130005	74.9
1 LESS THAN 6 DAYS PER YEAR	8	4.3	5878	3.4
2 1/2 DAY PER MONTH = 6 DAYS PER YEAR	20	10.9	14150	8.2
3 1 DAY PER MONTH = 12 DAYS PER YEAR	7	3.8	3609	2.1
4 1 1/4 DAYS PER MONTH = 15 DAYS PER YEAR	1	0.5	150	0.1
5 1 1/2 DAYS PER MONTH = 18 DAYS PER YEAR	-	-	-	-
6 1 2/3 DAYS PER MONTH= 20 DAYS PER YEAR	1	0.5	600	0.3
7 2 DAYS PER MONTH = 24 DAYS PER YEAR	1	0.5	1300	0.7
8 OTHER	11	6.0	17791	10.3
TOTAL	184	100.0	173483	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	148	80.4	151142	87.1
1 30 DAYS OR LESS	17	9.2	8526	4.9
2 31 TO 90 DAYS	9	4.9	7561	4.4
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	1	0.5	600	0.3
7 MORE THAN 250 DAYS, BUT LIMITED	1	0.5	700	0.4
8 UNLIMITED ACCUMULATION	1	0.5	150	0.1
9 OTHER	7	3.8	4804	2.8
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	160	87.0	155115	89.4
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	7	3.8	2826	1.6
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	3	1.6	5650	3.3
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	5	2.7	2809	1.6
4 COMBINATION	2	1.1	450	0.3
5 OTHER	7	3.8	6633	3.8
TOTAL	184	100.0	173483	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	58	31.5	46369	26.7
1 100% OF PREMIUM	87	47.3	97528	56.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.5	450	0.3
3 75% OF PREMIUM	1	0.5	700	0.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	10	5.4	3770	2.2
5 50% OF PREMIUM	5	2.7	919	0.5
6 LESS THAN 50% OF PREMIUM	2	1.1	2041	1.2
7 FLAT AMOUNT	1	0.5	145	0.1
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	15	8.2	20447	11.8
9 OTHER	4	2.2	1114	0.6
TOTAL	184	100.0	173483	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	62	33.7	45455	26.2
1 12 WEEKS OR LESS	-	-	-	-
2 13 WEEKS	1	0.5	169	0.1
3 26 WEEKS	35	19.0	21404	12.3
4 39 WEEKS	1	0.5	200	0.1
5 52 WEEKS	47	25.5	70011	40.4
6 VARIES ACCORDING TO LENGTH OF SERVICE	6	3.3	14057	8.1
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	22	12.0	17805	10.3
8 OTHER	10	5.4	4382	2.5
TOTAL	184	100.0	173483	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	57	31.0	43667	25.2
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	1	0.5	150	0.1
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	10	5.4	6479	3.7
5 MORE THAN $200 PER WEEK	47	25.5	66240	38.2
6 PERCENTAGE OF EARNINGS	34	18.5	22687	13.1
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	4	2.2	964	0.6
8 VARIES ACCORDING TO EARNINGS	14	7.6	5843	3.4
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	15	8.2	16276	9.4
10 OTHER	2	1.1	11157	6.4
TOTAL	184	100.0	173483	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	109	59.2	74912	43.2
1 PROVISION	75	40.8	98571	56.8
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	19	10.3	14090	8.1
1 100% OF PREMIUM	107	58.2	106624	61.5
2 LESS THAN 100% BUT MORE THAN 75%	2	1.1	564	0.3
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50%	4	2.2	2350	1.4
5 50% OF PREMIUM	4	2.2	1028	0.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	2.7	14367	8.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	42	22.8	33860	19.5
9 OTHER	1	0.5	600	0.3
TOTAL	184	100.0	173483	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	20	10.9	17321	10.0
1 LESS THAN $ 5,000	4	2.2	1249	0.7
2 $5,001 TO $10,000	9	4.9	3321	1.9
3 $10,001 TO $15,000	6	3.3	2080	1.2
4 $15,001 TO $20,000	26	15.2	12282	7.1
5 MORE THAN $20,000	39	21.2	58707	33.8
6 VARIES ACCORDING TO EARNINGS	27	14.7	27325	15.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	8	4.3	15587	9.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	40	21.7	30850	17.8
9 OTHER	3	1.6	4761	2.7
TOTAL	184	100.0	173483	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	52	28.3	34249	19.7
1 100% OF PREMIUM	80	43.5	91754	52.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.5	114	0.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	2100	1.2
5 50% OF PREMIUM	2	1.1	250	0.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	2.2	11806	6.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	42	22.8	33210	19.1
10 OTHER	-	-	-	-
TOTAL	184	100.0	173483	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	53	28.8	39282	22.6
1 LESS THAN $5,000	2	1.1	863	0.5
2 $5,001 TO $10,000	7	3.8	2517	1.5
3 $10,001 TO $15,000	3	1.6	770	0.4
4 $15,001 TO $20,000	24	13.0	11584	6.7
5 MORE THAN $20,000	36	19.6	57906	33.4
6 VARIES ACCORDING TO EARNINGS	11	6.0	15145	8.7
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	2.7	12105	7.0
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	42	22.8	33210	19.1
9 OTHER	1	0.5	101	0.1
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	18	9.8	7277	4.2
1 100% OF PREMIUM	100	54.3	117074	67.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	7	3.8	5365	3.1
3 75% OF PREMIUM	3	1.6	3086	1.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.6	2100	1.2
5 50% OF PREMIUM	7	3.8	1814	1.0
6 FLAT AMOUNT	2	1.1	940	0.5
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	1.1	580	0.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	36	20.7	31075	17.9
9 OTHER	4	2.2	4172	2.4
TOTAL	184	100.0	173483	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	20	10.9	9365	5.4
1 BASIC (A)	3	1.6	584	0.3
2 BASIC AND EXTENDED (A AND B)	31	16.8	17406	10.0
3 BASIC AND ORTHODONTIC (A AND C)	1	0.5	800	0.5
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	71	38.6	100285	57.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	17	9.2	7683	4.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	40	21.7	32860	18.9
7 OTHER	1	0.5	4500	2.6
TOTAL	184	100.0	173483	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	46	25.0	15463	8.9
1 100% OF COST OF PLAN	14	7.6	10109	5.8
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	1	0.5	500	0.3
5 50% OF COST OF PLAN	3	1.6	839	0.5
6 FLAT AMOUNT	42	22.8	69875	40.3
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	45	24.5	37009	21.3
8 OTHER	33	17.9	39688	22.9
TOTAL	184	100.0	173483	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	103	56.0	88041	50.7
1 UNION	38	20.7	34734	20.0
2 MANAGEMENT	10	5.4	2274	1.3
3 JOINT UNION-MANAGEMENT ADMINISTRATION	20	10.9	33113	19.1
4 ADMINISTERED BY SEPARATE TRUSTEES	1	0.5	7500	4.3
5 OTHER	12	6.5	7821	4.5
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	3	1.6	770	0.4
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	16	8.7	40593	23.4
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	43	23.4	19781	11.4
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	68	37.0	58328	33.6
4 BY UNION REPRESENTATIVE	21	11.4	26732	15.4
5 BY GRIEVANCE COMMITTEE	3	1.6	720	0.4
6 BY WRITTEN NOTICE	24	13.0	12674	7.3
7 CHOICE OF SEVERAL PROCEDURES	1	0.5	700	0.4
8 OTHER	5	2.7	13185	7.6
TOTAL	184	100.0	173483	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	44	23.9	36139	20.8
1 72 HOURS OR LESS	10	5.4	2984	1.7
2 5 DAYS	18	9.8	6338	3.7
3 1 WEEK	14	7.6	8871	5.1
4 10 DAYS	25	13.6	14508	8.4
5 2 WEEKS	16	8.7	47173	27.2
6 3 WEEKS	-	-	-	-
7 1 MONTH	24	13.0	26219	15.1
8 2 MONTHS	4	2.2	2492	1.4
9 VARIES BY TYPE OF GRIEVANCE	13	7.1	8954	5.2
10 OTHER	16	8.7	19805	11.4
TOTAL	184	100.0	173483	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	110	59.8	103723	59.8
1 PROVISION	74	40.2	69760	40.2
TOTAL	184	100.0	173483	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	142	77.2	130848	75.4
1 PROVISION	42	22.8	42635	24.6
TOTAL	184	100.0	173483	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	4	2.2	1517	0.9
1 SINGLE ARBITRATOR	46	25.0	60276	34.7
2 PERMANENT UMPIRE (NAMED)	8	4.3	7613	4.4
3 TRIPARTITE BOARD	89	48.4	57666	33.2
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	0.5	4000	2.3
5 CHOICE OF ALTERNATIVES	26	14.1	28782	16.6
6 OTHER	10	5.4	13627	7.9
TOTAL	184	100.0	173483	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	156	84.8	152575	87.9
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	28	15.2	20908	12.1
TOTAL	184	100.0	173483	100.0

SECTION 14 - MISCELLANEOUS PROVISIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	132	71.7	91562	52.8
1 PROVISION	52	28.3	81921	47.2
TOTAL	184	100.0	173483	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	25	13.6	27473	15.8
1 JOINT SAFETY COMMITTEE	25	13.6	11667	6.7
2 SAFETY CLOTHING OR EQUIPMENT	14	7.6	6250	3.6
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	6	3.3	2464	1.4
4 1 AND 2	48	26.1	70474	40.6
5 1 AND 3	6	3.3	14085	8.1
6 2 AND 3	10	5.4	7530	4.3
7 1, 2 AND 3	46	25.0	32665	18.8
8 OTHER	4	2.2	875	0.5
TOTAL	184	100.0	173483	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	54	29.3	43472	25.1
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	73	39.7	59629	34.4
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	3	1.6	1497	0.9
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	14	7.6	4446	2.6
5 COMBINATION OF 2 AND 3	2	1.1	510	0.3
6 COMBINATION OF 2 AND 4	9	4.9	3635	2.1
7 COMBINATION OF 2, 3 AND 4	9	4.9	7695	4.4
8 OTHER	20	10.9	52599	30.3
TOTAL	184	100.0	173483	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	60	32.6	44594	25.7
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	75	40.8	60016	34.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	49	26.6	68873	39.7
TOTAL	184	100.0	173483	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	65	35.3	30528	17.6
1 APPRENTICESHIP	60	32.6	101535	58.5
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	12	6.5	7952	4.6
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	4	2.2	2851	1.6
4 1 AND 2	16	8.7	13383	7.7
5 1 AND 3	2	1.1	900	0.5
6 2 AND 3	5	2.7	1440	0.8
7 1, 2 AND 3	10	5.4	9348	5.4
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	0.5	150	0.1
10 OTHER	9	4.9	5396	3.1
TOTAL	184	100.0	173483	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	144	78.3	95610	55.1
1 PROVISION	40	21.7	77873	44.9
TOTAL	184	100.0	173483	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	173	94.0	158682	91.5
1 PROVISION	11	6.0	14801	8.5
TOTAL	184	100.0	173483	100.0
FIELD 14-08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	56	30.4	49860	28.7
1 PROVISION	128	69.6	123623	71.3
TOTAL	184	100.0	173483	100.0
FIELD 14-09 TOOL ALLOWANCE				
0 NO PROVISION	77	41.8	51972	30.0
1 PROVISION	107	58.2	121511	70.0
TOTAL	184	100.0	173483	100.0

PART IIa: MANUFACTURING

(98 agreements covering 94 437 employees)

Food & Beverage
Wood Products
Metal Products
Machinery, Transportation Equipment and Electrical Products
Miscellaneous Manufacturing

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	66	67.3	19188	20.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	18	18.4	10149	10.7
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	10	10.2	61750	65.4
4 MULTI-UNION AND SINGLE EMPLOYER	2	2.0	1750	1.9
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	2.0	1600	1.7
TOTAL	98	100.0	94437	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	5	5.1	430	0.5
1 100 - 199 EMPLOYEES	31	31.6	4844	5.1
2 200 - 499 EMPLOYEES	34	34.7	9871	10.5
3 500 - 999 EMPLOYEES	12	12.2	7600	8.0
4 1000 - 4999 EMPLOYEES	11	11.2	16192	17.1
5 5000 - 9,999 EMPLOYEES	4	4.1	27500	29.1
6 10,000 OR MORE EMPLOYEES	1	1.0	28000	29.6
TOTAL	98	100.0	94437	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	97	99.0	93437	98.9
1 FEDERAL	1	1.0	1000	1.1
TOTAL	98	100.0	94437	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	-	-	-	-
1 1 YEAR	7	7.1	5096	5.4
2 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
3 2 YEARS	74	75.5	81825	86.6
4 MORE THAN 2 YEARS, LESS THAN 3	3	3.1	2353	2.5
5 3 YEARS	13	13.3	4863	5.1
6 MORE THAN 3 YEARS	1	1.0	300	0.3
7 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	-	-	-	-
3 1ST HALF OF 1981	5	5.1	1906	2.0
4 2ND HALF OF 1981	9	9.2	3122	3.3
5 1ST HALF OF 1982	40	40.8	30995	32.8
6 2ND HALF OF 1982	11	11.2	5345	5.7
7 LATER THAN 1982	33	33.7	53069	56.2
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	48	49.0	11787	12.5
1 CAPITAL REGION	1	1.0	120	0.1
2 FRASER VALLEY	8	8.2	1878	2.0
3 COAST	6	6.1	3616	3.8
4 OKANAGAN CARIBOO	8	8.2	4190	4.4
5 KOOTENAY	–	–	–	–
6 NORTH	5	5.1	1836	1.9
7 TWO OR MORE REGIONS	21	21.4	70010	74.1
8 INTER-PROVINCIAL	1	1.0	1000	1.1
TOTAL	98	100.0	94437	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	20	20.4	20052	21.2
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	45	45.9	61583	65.2
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	20	20.4	7906	8.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	13	13.3	4896	5.2
4 OTHER	–	–	–	–
TOTAL	98	100.0	94437	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	45	45.9	31593	33.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	14	14.3	8694	9.2
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	14	14.3	4265	4.5
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	2	2.0	500	0.5
4 COMBINATION OF 1, 2, AND/OR 3	7	7.1	2544	2.7
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	1.0	600	0.6
6 OTHER	15	15.3	46241	49.0
TOTAL	98	100.0	94437	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	1	1.0	1988	2.1
1 CLOSED SHOP	7	7.1	5110	5.4
2 UNION SHOP	54	55.1	22277	23.6
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	28	28.6	60170	63.7
4 RAND FORMULA	2	2.0	610	0.6
5 MAINTENANCE OF MEMBERSHIP	2	2.0	3700	3.9
6 SLOAN FORMULA	–	–	–	–
7 OTHER	4	4.1	582	0.6
TOTAL	98	100.0	94437	100.0
FIELD 2-04 UNION DUES CHECK-OFF				
0 NO PROVISION	2	2.0	7800	8.3
1 VOLUNTARY	–	–	–	–
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	59	60.2	26882	28.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	28	28.6	15919	16.9
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	1	1.0	104	0.1
5 COMPULSORY FOR UNION MEMEBERS ONLY	4	4.1	43000	45.5
6 OTHER	4	4.1	732	0.8
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	54	55.1	76303	80.8
1 CROSS PICKET LINES	23	23.5	9757	10.3
2 HOT CARGOES	1	1.0	1100	1.2
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	19	19.4	6977	7.4
5 OTHER	1	1.0	300	0.3
TOTAL	98	100.0	94437	100.0
SECTION 3 - SENIORITY				
FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	3	3.1	13275	14.1
1 UNION HIRING HALL	2	2.0	1600	1.7
2 EMPLOYER (PLANT, BARGAINING UNIT)	53	54.1	19105	20.2
3 DEPARTMENT (BRANCH, DIVISION)	7	7.1	2421	2.6
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	15	15.3	6362	6.7
6 EMPLOYER AND CRAFT	2	2.0	2915	3.1
7 COMBINATION OF THE ABOVE	5	5.1	1343	1.4
8 OTHER	11	11.2	47416	50.2
TOTAL	98	100.0	94437	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	6	6.1	9160	9.7
1 1 CALENDAR MONTH	13	13.3	10079	10.7
2 2 CALENDAR MONTHS	2	2.0	280	0.3
3 3 CALENDAR MONTHS	10	10.2	3741	4.0
4 6 CALENDAR MONTHS	1	1.0	180	0.2
5 30 WORKING DAYS	23	23.5	48386	51.2
6 45 WORKING DAYS	9	9.2	3429	3.6
7 60 WORKING DAYS	8	8.2	2961	3.1
8 240 WORKING HOURS	1	1.0	600	0.6
9 OTHER	25	25.5	15621	16.5
TOTAL	98	100.0	94437	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	15	15.3	42060	44.5
1 STRAIGHT SENIORITY	4	4.1	2107	2.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	47	48.0	23867	25.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	19	19.4	15460	16.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	11	11.2	10433	11.0
5 OTHER	2	2.0	510	0.5
TOTAL	98	100.0	94437	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	3	3.1	1169	1.2
1 STRAIGHT SENIORITY	8	8.2	2285	2.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	64	65.3	73944	78.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	14	14.3	14950	15.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	5.1	1532	1.6
5 OTHER	4	4.1	557	0.6
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	50	51.0	78345	83.0
1 LESS THAN 24 HOURS	3	3.1	450	0.5
2 24 HOURS TO 48 HOURS	10	10.2	3892	4.1
3 72 HOURS	4	4.1	885	0.9
4 1 WEEK	7	7.1	3292	3.5
5 2 WEEKS	6	6.1	1754	1.9
6 1 MONTH	–	–	–	–
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	5	5.1	1570	1.7
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	3	3.1	1880	2.0
9 OTHER	10	10.2	2369	2.5
TOTAL	98	100.0	94437	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	5	5.1	1503	1.6
1 STRAIGHT SENIORITY	13	13.3	5366	5.7
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	58	59.2	63649	67.4
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	14	14.3	21387	22.6
4 SENIORITY CONSIDERED WITH OTHER FACTORS	3	3.1	380	0.4
5 UNION HIRING HALL REFERRAL	2	2.0	1625	1.7
6 OTHER	3	3.1	527	0.6
TOTAL	98	100.0	94437	100.0
FIELD 3-07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	20	20.4	6150	6.5
1 FAILURE TO REPORT WHEN NOTIFIED	5	5.1	3622	3.8
2 AFTER A SPECIFIED PERIOD OFF WORK	10	10.2	46145	48.9
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	63	64.3	38520	40.8
TOTAL	98	100.0	94437	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	17	17.3	7171	7.6
1 LESS THAN SIX MONTHS	1	1.0	200	0.2
2 SIX MONTHS	9	9.2	2402	2.5
3 1 YEAR	16	16.3	10465	11.1
4 2 YEARS	8	8.2	3190	3.4
5 GRADUATED BY LENGTH OF SERVICE	42	42.9	68183	72.2
6 SENIORITY LOST ON LAYOFF	–	–	–	–
7 OTHER	5	5.1	2826	3.0
TOTAL	98	100.0	94437	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	56	57.1	67824	71.8
1 UP TO 1 YEAR	11	11.2	3653	3.9
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	4	4.1	982	1.0
3 GREATER THAN 2 YEARS	3	3.1	2275	2.4
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	3	3.1	1225	1.3
5 OTHER	21	21.4	18478	19.6
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	60	61.2	70048	74.2
1 SENIORITY LOST ON TRANSFER	–	–	–	–
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	25	25.5	9689	10.3
3 SENIORITY RETAINED INDEFINITELY	9	9.2	6410	6.8
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	–	–	–	–
5 OTHER	4	4.1	8290	8.8
TOTAL	98	100.0	94437	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	79	80.6	88922	94.2
1 FOR UNION OFFICIALS	7	7.1	3045	3.2
2 SPECIAL SKILLS, APPRENTICES, ETC.	9	9.2	2075	2.2
3 1 AND 2	–	–	–	–
4 OTHER	3	3.1	395	0.4
TOTAL	98	100.0	94437	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	28	28.6	25065	26.5
1 PROVISION	70	71.4	69372	73.5
TOTAL	98	100.0	94437	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	82	83.7	89113	94.4
1 OLDER WORKERS	–	–	–	–
2 DISABLED WORKERS	12	12.2	4612	4.9
3 BOTH OLDER AND DISABLED WORKERS	4	4.1	712	0.8
TOTAL	98	100.0	94437	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	94	95.9	91632	97.0
1 PROVISION	4	4.1	2805	3.0
TOTAL	98	100.0	94437	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	77	78.6	84952	90.0
1 PROVISION	21	21.4	9485	10.0
TOTAL	98	100.0	94437	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	85	86.7	89205	94.5
1 PROVISION	13	13.3	5232	5.5
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 4-06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	52	53.1	75106	79.5
1 REGULAR RATE OF EMPLOYEE	1	1.0	113	0.1
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	41	41.8	16400	17.4
3 RATE OF TEMPORARY JOB	–	–	–	–
4 OTHER	4	4.1	2818	3.0
TOTAL	98	100.0	94437	100.0
FIELD 4-07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	69	70.4	81627	86.4
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	14	14.3	6234	6.6
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	7	7.1	2651	2.8
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	–	–	–	–
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	2	2.0	1020	1.1
5 OTHER	6	6.1	2905	3.1
TOTAL	98	100.0	94437	100.0
FIELD 4-08 MOONLIGHTING				
0 NO PROVISION	77	78.6	84545	89.5
1 PROHIBITED	12	12.2	6345	6.7
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	7	7.1	2641	2.8
3 OTHER	2	2.0	906	1.0
TOTAL	98	100.0	94437	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	29	29.6	12002	12.7
1 LESS THAN 3 MONTHS	12	12.2	3979	4.2
2 3 MONTHS	20	20.4	6113	6.5
3 6 MONTHS	25	25.5	62006	65.7
4 MORE THAN 6 MONTHS	–	–	–	–
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	10	10.2	8337	8.8
6 OTHER	2	2.0	2000	2.1
TOTAL	98	100.0	94437	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	58	59.2	33330	35.3
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	21	21.4	55583	58.9
2 CONSULTATION - DETAILS NOT SPECIFIED	19	19.4	5524	5.8
3 OTHER	–	–	–	–
TOTAL	98	100.0	94437	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	77	78.6	72563	76.8
1 PROVISION	21	21.4	21874	23.2
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	39	39.8	17614	18.7
1 STRAIGHT LAYOFF	–	–	–	–
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	57	58.2	75895	80.4
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	–	–	–	–
4 WORK FORCE REDUCED THROUGH ATTRITION	–	–	–	–
5 COMBINATION OF 2 AND 3	–	–	–	–
6 COMBINATION OF 2 AND 4	–	–	–	–
7 COMBINATION OF 3 AND 4	–	–	–	–
8 COMBINATION OF 2, 3 AND 4	–	–	–	–
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	–	–	–	–
10 OTHER	2	2.0	928	1.0
TOTAL	98	100.0	94437	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	57	58.2	65076	68.9
1 LESS THAN 1 YEAR	2	2.0	1600	1.7
2 1 YEAR	12	12.2	15723	16.6
3 2 YEARS	12	12.2	3422	3.6
4 3 YEARS	4	4.1	780	0.8
5 4 YEARS	–	–	–	–
6 5 YEARS	9	9.2	5776	6.1
7 10 YEARS	–	–	–	–
8 OTHER	2	2.0	2060	2.2
TOTAL	98	100.0	94437	100.0
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	36	36.7	16762	17.7
1 1 DAY'S PAY PER YEAR OF SERVICE	–	–	–	–
2 1 WEEK'S PAY PER YEAR OF SERVICE	36	36.7	54939	58.2
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	7	7.1	2761	2.9
4 VARIES ACCORDING TO LENGTH OF SERVICE	7	7.1	2752	2.9
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	1	1.0	167	0.2
6 OTHER	11	11.2	17056	18.1
TOTAL	98	100.0	94437	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	45	45.9	19853	21.0
1 LESS THAN 20 WEEKS' PAY	10	10.2	3945	4.2
2 20 WEEKS' PAY	6	6.1	2273	2.4
3 26 WEEKS' PAY	3	3.1	854	0.9
4 30 WEEKS' PAY	18	18.4	48104	50.9
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	3	3.1	761	0.8
6 1 YEAR'S PAY OR MORE	1	1.0	178	0.2
7 NO MAXIMUM	8	8.2	3016	3.2
8 OTHER	4	4.1	15453	16.4
TOTAL	98	100.0	94437	100.0
FIELD 5-08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	84	85.7	78414	83.0
1 LESS THAN 3 MONTHS	10	10.2	9979	10.6
2 3 MONTHS	–	–	–	–
3 6 MONTHS	3	3.1	5864	6.2
4 MORE THAN 6 MONTHS	–	–	–	–
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	–	–	–	–
6 BY LENGTH OF SERVICE	1	1.0	180	0.2
7 OTHER	–	–	–	–
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	27	27.6	8548	9.1
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	44	44.9	24592	26.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	2	2.0	295	0.3
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	1.0	300	0.3
4 TRANSFER ALLOWANCE AND/OR PROGRAM	–	–	–	–
5 COMBINATION OF ABOVE ALTERNATIVES	19	19.4	58013	61.4
6 OTHER	5	5.1	2689	2.8
TOTAL	98	100.0	94437	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	36	36.7	19680	20.8
1 EMPLOYER PROGRAM	8	8.2	2132	2.3
2 UNION PROGRAM	–	–	–	–
3 JOINT EMPLOYER-UNION PROGRAM	1	1.0	100	0.1
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CEC	25	25.5	47517	50.3
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	28	28.6	25008	26.5
6 OTHER	–	–	–	–
TOTAL	98	100.0	94437	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	49	50.0	66654	70.6
1 UNION-MANAGEMENT CONSULTATION ONLY	17	17.3	9791	10.4
2 ARBITRATION OF WAGE RATE	30	30.6	9892	10.5
3 OTHER	2	2.0	8100	8.6
TOTAL	98	100.0	94437	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	6	6.1	5995	6.3
1 WAGE INCREASE EVERY SIX MONTHS	9	9.2	3087	3.3
2 WAGE INCREASE YEARLY	71	72.4	80822	85.6
3 IRREGULARLY SCHEDULED WAGE INCREASES	7	7.1	2459	2.6
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	2	2.0	1090	1.2
5 OTHER	3	3.1	984	1.0
TOTAL	98	100.0	94437	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	35	35.7	21948	23.2
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	–	–	–	–
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	–	–	–	–
3 COST-OF-LIVING ALLOWANCE CLAUSE	57	58.2	71420	75.6
4 COMBINATION OF 1, 2, AND/OR 3	3	3.1	580	0.6
5 OTHER	3	3.1	489	0.5
TOTAL	98	100.0	94437	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	44	44.9	17681	18.7
1 SEVERANCE PAY	52	53.1	73468	77.8
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	–	–	–	–
3 BOTH SEVERANCE PAY AND S.U.B.	1	1.0	1300	1.4
4 OTHER	1	1.0	1988	2.1
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	62	63.3	66014	69.9
1 LESS THAN 1 YEAR	1	1.0	178	0.2
2 1 YEAR	12	12.2	18925	20.0
3 2 YEARS	8	8.2	2556	2.7
4 3 YEARS	-	-	-	-
5 5 YEARS	6	6.1	3421	3.6
6 10 YEARS	1	1.0	169	0.2
7 OTHER	8	8.2	3174	3.4
TOTAL	98	100.0	94437	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	46	46.9	20219	21.4
1 1 DAY'S PAY PER YEAR OF SERVICE	1	1.0	500	0.5
2 1 WEEK'S PAY PER YEAR OF SERVICE	26	26.5	65023	68.8
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	2	2.0	372	0.4
4 VARIES ACCORDING TO LENGTH OF SERVICE	10	10.2	4758	5.0
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	1	1.0	169	0.2
6 OTHER	12	12.2	3396	3.6
TOTAL	98	100.0	94437	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	64	65.3	26361	27.9
1 LESS THAN 20 WEEKS' PAY	7	7.1	1597	1.7
2 20 WEEKS' PAY	5	5.1	2642	2.8
3 26 WEEKS' PAY	2	2.0	740	0.8
4 30 WEEKS' PAY	2	2.0	600	0.6
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	-	-	-	-
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	15	15.3	61187	64.8
8 OTHER	3	3.1	1310	1.4
TOTAL	98	100.0	94437	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 6 HOURS	-	-
2 7 HOURS	865	0.9
3 7 1/2 HOURS	676	0.7
4 8 HOURS	88604	94.5
5 9 HOURS	1217	1.3
6 10 HOURS	-	-
7 FLEXIBLE WORK HOURS	225	0.2
8 OTHER	2216	2.4
TOTAL	93803	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 6 HOURS	-	-
2 7 HOURS	38	6.0
3 7 1/2 HOURS	549	86.6
4 8 HOURS	27	4.3
5 9 HOURS	-	-
6 10 HOURS	-	-
7 FLEXIBLE WORK HOURS	-	-
8 OTHER	20	3.2
TOTAL	634	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			1217	1.3
3 5 DAYS			91722	97.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			864	0.9
TOTAL			93803	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			-	-
3 5 DAYS			634	100.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			634	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 32 HOURS			-	-
2 35 HOURS			1365	1.5
3 37 1/2 HOURS			676	0.7
4 40 HOURS			88604	94.5
5 OTHER			3158	3.4
TOTAL			93803	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 32 HOURS			-	-
2 35 HOURS			38	6.0
3 37 1/2 HOURS			549	86.6
4 40 HOURS			27	4.3
5 OTHER			20	3.2
TOTAL			634	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	8	8.2	49230	52.1
1 2 DAYS (CONSECUTIVE)	82	83.7	39925	42.3
2 2 DAYS (NOT CONSECUTIVE)	1	1.0	178	0.2
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	-	-	-	-
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	2	2.0	2208	2.3
7 OTHER	5	5.1	2896	3.1
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	63	64.3	82337	87.2
1 3 HOURS' PAY	1	1.0	114	0.1
2 4 HOURS' PAY	18	18.4	5576	5.9
3 FULL SHIFT'S PAY	16	16.3	6410	6.8
4 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	77	78.6	86563	91.7
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	2	2.0	294	0.3
2 FULL SHIFT'S PAY	19	19.4	7580	8.0
3 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	17	17.3	20546	21.8
1 ONE 10 MINUTE BREAK	-	-	-	-
2 TWO 10 MINUTE BREAKS	53	54.1	60866	64.5
3 TWO 15 MINUTE BREAKS	22	22.4	9730	10.3
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	4	4.1	2550	2.7
6 OTHER	2	2.0	745	0.8
TOTAL	98	100.0	94437	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	46	46.9	59977	63.5
1 LESS THAN 1 FULL DAY	3	3.1	590	0.6
2 1 DAY (24 HOURS)	14	14.3	5638	6.0
3 48 HOURS	17	17.3	19658	20.8
4 72 HOURS	3	3.1	2253	2.4
5 1 WEEK	-	-	-	-
6 2 WEEKS OR MORE	2	2.0	414	0.4
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	1.0	200	0.2
8 OTHER	12	12.2	5707	6.0
TOTAL	98	100.0	94437	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	86	87.8	46657	49.4
1 PROVISION	12	12.2	47780	50.6
TOTAL	98	100.0	94437	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	68	69.4	82628	87.5
1 PROVISION	30	30.6	11809	12.5
TOTAL	98	100.0	94437	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	98	100.0	94437	100.0
1 PROVISION	-	-	-	-
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	91	92.9	92740	98.2
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	3	3.1	804	0.9
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	1	1.0	320	0.3
5 UNDER STUDY	-	-	-	-
6 OTHER	3	3.1	573	0.6
TOTAL	98	100.0	94437	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	14	14.3	17418	18.4
1 1 1/2 X FOR 1 HOUR, THEN 2 X	2	2.0	566	0.6
2 1 1/2 X FOR 2 HOURS, THEN 2 X	15	15.3	4381	4.6
3 1 1/2 X FOR 3 HOURS, THEN 2 X	18	18.4	51211	54.2
4 1 1/2 X FOR 4 HOURS, THEN 2 X	4	4.1	1245	1.3
5 1 1/2 X FOR 8 HOURS, THEN 2 X	2	2.0	2148	2.3
6 2 X	40	40.8	16628	17.6
7 OTHER	3	3.1	840	0.9
TOTAL	98	100.0	94437	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	29	29.6	58320	61.8
1 1 1/2 X FOR 1 HOUR, THEN 2 X	1	1.0	206	0.2
2 1 1/2 X FOR 2 HOURS, THEN 2 X	10	10.2	2321	2.5
3 1 1/2 X FOR 3 HOURS, THEN 2 X	6	6.1	11351	12.0
4 1 1/2 X FOR 4 HOURS, THEN 2 X	3	3.1	509	0.5
5 1 1/2 X FOR 8 HOURS, THEN 2 X	4	4.1	3032	3.2
6 2 X	40	40.8	17014	18.0
7 OTHER	5	5.1	1684	1.8
TOTAL	98	100.0	94437	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	10	10.2	4782	5.1
1 1 1/2 X	29	29.6	68406	72.4
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	5	5.1	1381	1.5
4 1 1/2 X FOR 3 HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR 4 HOURS, THEN 2 X	5	5.1	1331	1.4
6 2 X	46	46.9	18096	19.2
7 OTHER	3	3.1	441	0.5
TOTAL	98	100.0	94437	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	11	11.2	4341	4.6
1 1 1/2 X	7	7.1	14348	15.2
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	77	78.6	73792	78.1
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	3	3.1	1956	2.1
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	26	26.5	56483	59.8
1 PAY ONLY	39	39.8	13622	14.4
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	31	31.6	23716	25.1
4 OTHER	2	2.0	616	0.7
TOTAL	98	100.0	94437	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	56	57.1	69213	73.3
1 RIGHT TO REFUSE OVERTIME	41	41.8	25152	26.6
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	1	1.0	72	0.1
TOTAL	98	100.0	94437	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	60	61.2	75613	80.1
1 PROVISION	38	38.8	18824	19.9
TOTAL	98	100.0	94437	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	63	64.3	26045	27.6
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	18	18.4	54229	57.8
2 1 1/2 X	6	6.1	1433	1.5
3 1 1/2 X FOR 2 HOURS, THEN 2 X	1	1.0	600	0.6
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	2	2.0	825	0.9
6 FLAT AMOUNT PER HOUR OR DAY	4	4.1	884	0.9
7 OTHER	4	4.1	10131	10.7
TOTAL	98	100.0	94437	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	57	58.2	22029	23.3
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	12	12.2	11509	12.2
2 1 1/2 X	14	14.3	52690	55.8
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	8	8.2	3974	4.2
6 FLAT AMOUNT PER HOUR OR PER DAY	2	2.0	2168	2.3
7 OTHER	5	5.1	2067	2.2
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	25	25.5	48945	51.8
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	4	4.1	7948	8.4
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	1	1.0	101	0.1
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	14	14.3	11032	11.7
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	2	2.0	365	0.4
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	3	3.1	1784	1.9
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	14	14.3	5368	5.7
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	15	15.3	7779	8.2
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	2	2.0	1250	1.3
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	2.0	1825	1.9
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	4	4.1	1528	1.6
12 OTHER	12	12.2	6512	6.9
TOTAL	98	100.0	94437	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	29	29.6	7208	7.6
1 ON OVERTIME, CALL-IN, HOLIDAY ETC.	59	60.2	79214	83.9
2 ON DESIGNATED SHIFTS	2	2.0	2517	2.7
3 1 AND 2	4	4.1	2323	2.5
4 OTHER	4	4.1	3175	3.4
TOTAL	98	100.0	94437	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	33	33.7	11070	11.7
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	7	7.1	3716	3.9
4 $4.00 TO $4.99	2	2.0	1620	1.7
5 $5.00 AND MORE	23	23.5	8322	8.8
6 MEAL PROVIDED	25	25.5	66607	70.5
7 OTHER	8	8.2	3102	3.3
TOTAL	98	100.0	94437	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	88	89.8	55422	58.7
1 1 1/2 X	7	7.1	38300	40.6
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	-	-	-	-
4 FLAT AMOUNT	1	1.0	350	0.4
5 OTHER	2	2.0	365	0.4
TOTAL	98	100.0	94437	100.0
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	88	89.8	48575	51.4
1 PROVISION	10	10.2	45862	48.6
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	75	76.5	70158	74.3
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	6	6.1	2477	2.6
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	15	15.3	21545	22.8
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	1	1.0	185	0.2
5 OTHER	1	1.0	72	0.1
TOTAL	98	100.0	94437	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	10	10.2	3023	3.2
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	4	4.1	979	1.0
3 20 - 29 CENTS PER HOUR	9	9.2	5610	5.9
4 30 - 50 CENTS PER HOUR	38	38.8	68833	72.9
5 MORE THAN 50 CENTS PER HOUR	7	7.1	2409	2.6
6 1/2 HOUR'S PAY PER SHIFT	3	3.1	1890	2.0
7 1 HOUR'S PAY PER SHIFT	2	2.0	1500	1.6
8 PERCENTAGE OF HOURLY WAGE RATE	7	7.1	2255	2.4
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	6	6.1	3860	4.1
11 OTHER	12	12.2	4078	4.3
TOTAL	98	100.0	94437	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	11	11.2	3123	3.3
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	2	2.0	309	0.3
3 20 - 29 CENTS PER HOUR	8	8.2	5904	6.3
4 30 - 49 CENTS PER HOUR	23	23.5	48866	51.7
5 50 - 75 CENTS PER HOUR	15	15.3	20098	21.3
6 MORE THAN 75 CENTS PER HOUR	7	7.1	2335	2.5
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 1 HOUR'S PAY PER SHIFT	3	3.1	1890	2.0
9 2 HOUR'S PAY PER SHIFT	5	5.1	2377	2.5
10 PERCENTAGE OF HOURLY WAGE RATE	6	6.1	2155	2.3
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	6	6.1	3860	4.1
13 OTHER	12	12.2	3520	3.7
TOTAL	98	100.0	94437	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	91	92.9	90971	96.3
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 50 CENTS PER HOUR	-	-	-	-
5 MORE THAN 50 CENTS PER HOUR	1	1.0	104	0.1
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	5	5.1	3237	3.4
9 OTHER	1	1.0	125	0.1
TOTAL	98	100.0	94437	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	-	-	-	-
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	12	12.2	4314	4.6
4 11 DAYS	48	49.0	64263	68.0
5 12 DAYS	31	31.6	11802	12.5
6 13 DAYS	3	3.1	508	0.5
7 14 DAYS	-	-	-	-
8 OTHER	4	4.1	13550	14.3
TOTAL	98	100.0	94437	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	16	16.3	4533	4.8
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	3	3.1	469	0.5
2 MINIMUM LENGTH OF SERVICE	17	17.3	6182	6.5
3 1 AND 2	53	54.1	78747	83.4
4 OTHER	9	9.2	4506	4.8
TOTAL	98	100.0	94437	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	21	21.4	5927	6.3
1 LESS THAN 1 MONTH	6	6.1	2434	2.6
2 1 MONTH	45	45.9	59067	62.5
3 2 MONTHS	4	4.1	8580	9.1
4 3 MONTHS	1	1.0	600	0.6
5 MORE THAN 3 MONTHS	1	1.0	150	0.2
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	11	11.2	12682	13.4
7 OTHER	9	9.2	4997	5.3
TOTAL	98	100.0	94437	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	5	5.1	1760	1.9
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	22	22.4	64777	68.6
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	58	59.2	23554	24.9
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	3	3.1	664	0.7
5 OTHER	10	10.2	3682	3.9
TOTAL	98	100.0	94437	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	11	11.2	4705	5.0
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	82	83.7	88693	93.9
2 AN EXTRA DAY'S PAY	1	1.0	101	0.1
3 EITHER 1 OR 2	3	3.1	738	0.8
4 OTHER	1	1.0	200	0.2
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	41	41.8	64658	68.5
1 ANOTHER PAID DAY OFF	44	44.9	26170	27.7
2 ANOTHER DAY'S PAY	3	3.1	456	0.5
3 EITHER 1 OR 2	10	10.2	3153	3.3
4 NOT GRANTED	-	-	-	-
TOTAL	98	100.0	94437	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	44	44.9	61165	64.8
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 1 WEEK AFTER 6 MONTHS	1	1.0	276	0.3
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	35	35.7	27720	29.4
4 OTHER	18	18.4	5276	5.6
TOTAL	98	100.0	94437	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	3	3.1	6225	6.6
1 2 WEEKS	-	-	-	-
2 3 WEEKS	2	2.0	334	0.4
3 4 WEEKS	5	5.1	2195	2.3
4 5 WEEKS	12	12.2	3315	3.5
5 6 WEEKS	37	37.8	13049	13.8
6 7 WEEKS	34	34.7	64403	68.2
7 OTHER	5	5.1	4916	5.2
TOTAL	98	100.0	94437	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	2	2.0	725	0.8
1 YEAR OF SERVICE	8	8.2	1725	1.8
2 YEARS	33	33.7	67569	71.5
3 YEARS	33	33.7	14680	15.5
4 YEARS	11	11.2	5960	6.3
5 YEARS	10	10.2	3498	3.7
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	-	-	-	-
12 OTHER	1	1.0	280	0.3
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-04 PAID VACATION - 4 WEEKS				
0 NO PROVISION	4	4.1	1059	1.1
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	4	4.1	1057	1.1
6 YEARS	4	4.1	714	0.8
7 YEARS	22	22.4	29421	31.2
8 YEARS	27	27.6	12199	12.9
9 YEARS	16	16.3	41604	44.1
10 YEARS	12	12.2	6027	6.4
11 YEARS	-	-	-	-
12 YEARS	6	6.1	1464	1.6
13 YEARS	2	2.0	670	0.7
14 YEARS	-	-	-	-
15 YEARS	1	1.0	222	0.2
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 10-05 PAID VACATION - 5 WEEKS				
0 NO PROVISION	9	9.2	3254	3.4
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	3	3.1	863	0.9
11 YEARS	1	1.0	184	0.2
12 YEARS	4	4.1	3188	3.4
13 YEARS	6	6.1	2841	3.0
14 YEARS	7	7.1	3212	3.4
15 YEARS	34	34.7	33262	35.2
16 YEARS	2	2.0	309	0.3
17 YEARS	13	13.3	39878	42.2
18 YEARS	5	5.1	1192	1.3
19 YEARS	1	1.0	1000	1.1
20 YEARS	11	11.2	4584	4.9
21 YEARS	-	-	-	-
22 YEARS	1	1.0	350	0.4
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	1	1.0	320	0.3
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-06 PAID VACATION - 6 WEEKS				
0 NO PROVISION	23	23.5	8629	9.1
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	1	1.0	184	0.2
17 YEARS	2	2.0	400	0.4
18 YEARS	10	10.2	3833	4.1
19 YEARS	1	1.0	1100	1.2
20 YEARS	18	18.4	8813	9.3
21 YEARS	-	-	-	-
22 YEARS	1	1.0	178	0.2
23 YEARS	3	3.1	550	0.6
24 YEARS	21	21.4	61609	65.2
25 YEARS	12	12.2	4426	4.7
26 YEARS	-	-	-	-
27 YEARS	3	3.1	3845	4.1
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	3	3.1	870	0.9
TOTAL	98	100.0	94437	100.0
FIELD 10-07 PAID VACATION - 7 WEEKS				
0 NO PROVISION	61	52.2	24018	25.4
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	6	6.1	2225	2.4
24 YEARS	-	-	-	-
25 YEARS	4	4.1	2833	3.0
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	3	3.1	1850	2.0
30 YEARS	24	24.5	63511	67.3
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	1	1.0	204	0.2
1 REGULAR PAY	10	10.2	3357	3.6
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	42	42.9	21400	22.7
3 1 OR 2, WHICHEVER IS GREATER	45	45.9	69476	73.6
4 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	55	56.1	64570	68.4
1 WITH LIMITATIONS	12	12.2	16727	17.7
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	30	30.6	13039	13.8
4 OTHER	1	1.0	101	0.1
TOTAL	98	100.0	94437	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	83	84.7	75470	79.9
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	2	2.0	333	0.4
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	8	8.2	14520	15.4
3 OTHER	5	5.1	4114	4.4
TOTAL	98	100.0	94437	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	2	2.0	336	0.4
1 1 DAY	1	1.0	82	0.1
2 2 DAYS	5	5.1	1260	1.3
3 3 DAYS	79	80.6	88343	93.5
4 4 DAYS	1	1.0	206	0.2
5 5 DAYS	3	3.1	1124	1.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	6	6.1	2486	2.6
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	1.0	600	0.6
8 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	8	8.2	2218	2.3
1 PROVISION FOR FULL REGULAR PAY	88	89.8	91996	97.4
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	2	2.0	223	0.2
TOTAL	98	100.0	94437	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	26	26.5	9569	10.1
1 PAID LEAVE	3	3.1	2097	2.2
2 UNPAID LEAVE	54	55.1	77051	81.6
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	13	13.3	4720	5.0
4 OTHER	2	2.0	1000	1.1
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	97	99.0	94327	99.9
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 5 DAYS	-	-	-	-
5 OTHER	1	1.0	110	0.1
TOTAL	98	100.0	94437	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	97	99.0	94268	99.8
1 1 MONTHS' SERVICE	-	-	-	-
2 2 TO 6 MONTHS' SERVICE	-	-	-	-
3 MORE THAN 6 MONTHS	1	1.0	169	0.2
TOTAL	98	100.0	94437	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	69	70.4	72438	76.7
1 16 WEEKS	-	-	-	-
2 18 WEEKS	3	3.1	1730	1.8
3 19 - 25 WEEKS	5	5.1	14219	15.1
4 26 WEEKS	6	6.1	1866	1.6
5 27 - 52 WEEKS	5	5.1	1990	2.1
6 OTHER	10	10.2	2594	2.7
TOTAL	98	100.0	94437	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	79	80.6	82026	86.9
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	6	6.1	1132	1.2
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	11	11.2	10429	11.0
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	2	2.0	850	0.9
TOTAL	98	100.0	94437	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	96	98.0	94123	99.7
1 1 DAY	2	2.0	314	0.3
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	97	99.0	93737	99.3
1 PROVISION EXISTS	1	1.0	700	0.7
TOTAL	98	100.0	94437	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	78	79.6	69936	74.1
1 PROVISION	20	20.4	24501	25.9
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	96	98.0	93227	98.7
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 5 DAYS	2	2.0	1210	1.3
5 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	2	2.0	218	0.2
1 HEALTH AND WELFARE FUND	19	19.4	49492	52.4
2 SERIES OF PLANS	71	72.4	41806	44.3
3 OTHER	6	6.1	2921	3.1
TOTAL	98	100.0	94437	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	33	33.7	16574	17.6
1 IMMEDIATELY ON BEING EMPLOYED	10	10.2	31817	33.7
2 1 MONTH	11	11.2	15749	16.7
3 3 MONTHS	3	3.1	1576	1.7
4 6 MONTHS	2	2.0	605	0.6
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	24	24.5	17452	18.5
7 OTHER	15	15.3	10664	11.3
TOTAL	98	100.0	94437	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	77	78.6	50726	53.7
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	1	1.0	750	0.8
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 39 CENTS PER HOUR	1	1.0	150	0.2
5 40 - 49 CENTS PER HOUR	5	5.1	2600	2.8
6 50 - 75 CENTS PER HOUR	7	7.1	2812	3.0
7 MORE THAN 75 CENTS PER HOUR	4	4.1	35669	37.8
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	3	3.1	1730	1.8
9 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	3	3.1	290	0.3
1 100% OF PREMIUM	66	67.3	80449	85.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	6	6.1	5044	5.3
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	200	0.2
5 50% OF PREMIUM	8	8.2	2707	2.9
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.0	185	0.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	13	13.3	5562	5.9
10 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	13	13.3	3668	3.9
1 100% OF PREMIUM	62	63.3	79435	84.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	5	5.1	4764	5.0
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	200	0.2
5 50% OF PREMIUM	2	2.0	347	0.4
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	2.0	461	0.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	13	13.3	5562	5.9
10 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	28	28.6	16101	17.0
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	1	1.0	100	0.1
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	1	1.0	1400	1.5
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	46	46.9	66724	70.7
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	20	20.4	9765	10.3
7 OTHER	2	2.0	347	0.4
TOTAL	98	100.0	94437	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	75	76.5	82994	87.9
1 LESS THAN 6 DAYS PER YEAR	4	4.1	2924	3.1
2 1/2 DAY PER MONTH - 6 DAYS PER YEAR	13	13.3	4401	4.7
3 1 DAY PER MONTH - 12 DAYS PER YEAR	2	2.0	490	0.5
4 1 1/4 DAYS PER MONTH - 15 DAYS PER YEAR	-	-	-	-
5 1 1/2 DAYS PER MONTH - 18 DAYS PER YEAR	-	-	-	-
6 1 2/3 DAYS PER MONTH- 20 DAYS PER YEAR	-	-	-	-
7 2 DAYS PER MONTH - 24 DAYS PER YEAR	1	1.0	1300	1.4
8 OTHER	3	3.1	2328	2.5
TOTAL	98	100.0	94437	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	80	81.6	85312	90.3
1 30 DAYS OR LESS	11	11.2	4017	4.3
2 31 TO 90 DAYS	3	3.1	1141	1.2
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	1	1.0	700	0.7
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	3	3.1	3267	3.5
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	83	84.7	84529	89.5
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	5	5.1	2620	2.8
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	2	2.0	1150	1.2
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	2	2.0	1700	1.8
4 COMBINATION	1	1.0	275	0.3
5 OTHER	5	5.1	4163	4.4
TOTAL	98	100.0	94437	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	18	18.4	13183	14.0
1 100% OF PREMIUM	51	52.0	61521	65.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.0	450	0.5
3 75% OF PREMIUM	1	1.0	700	0.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	7.1	1720	1.8
5 50% OF PREMIUM	4	4.1	819	0.9
6 LESS THAN 50% OF PREMIUM	1	1.0	1988	2.1
7 FLAT AMOUNT	1	1.0	145	0.2
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	10.2	12797	13.6
9 OTHER	4	4.1	1114	1.2
TOTAL	98	100.0	94437	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	20	20.4	7019	7.4
1 12 WEEKS OR LESS	-	-	-	-
2 13 WEEKS	1	1.0	169	0.2
3 26 WEEKS	27	27.6	10465	11.1
4 39 WEEKS	-	-	-	-
5 52 WEEKS	28	28.6	58708	62.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	4	4.1	2897	3.1
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	14.3	13601	14.4
8 OTHER	4	4.1	1578	1.7
TOTAL	98	100.0	94437	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	18	18.4	7671	8.1
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	1	1.0	150	0.2
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	3	3.1	519	0.5
5 MORE THAN $200 PER WEEK	34	34.7	56016	59.3
6 PERCENTAGE OF EARNINGS	19	19.4	14123	15.0
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	1.0	100	0.1
8 VARIES ACCORDING TO EARNINGS	10	10.2	2447	2.6
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	12	12.2	13411	14.2
10 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	58	59.2	24736	26.2
1 PROVISION	40	40.8	69701	73.8
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	8	8.2	4309	4.6
1 100% OF PREMIUM	64	65.3	77796	82.4
2 LESS THAN 100% BUT MORE THAN 75%	2	2.0	564	0.6
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50%	2	2.0	450	0.5
5 50% OF PREMIUM	2	2.0	328	0.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	3.1	3052	3.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	16	16.3	7338	7.8
9 OTHER	1	1.0	600	0.6
TOTAL	98	100.0	94437	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	7	7.1	4140	4.4
1 LESS THAN $ 5,000	8	8.1	1289	1.3
2 $5,001 TO $10,000	7	7.1	1655	1.8
3 $10,001 TO $15,000	9	9.1	3580	3.7
4 $15,001 TO $20,000	15	15.3	5069	5.4
5 MORE THAN $20,000	28	28.6	53861	57.0
6 VARIES ACCORDING TO EARNINGS	14	14.3	16493	17.5
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	3.1	3052	3.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	16	16.3	7338	7.8
9 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	22	22.4	11521	12.2
1 100% OF PREMIUM	56	57.1	75409	79.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.0	114	0.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	200	0.2
5 50% OF PREMIUM	1	1.0	150	0.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	2.0	705	0.7
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	15	15.3	6338	6.7
10 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	22	22.4	12054	12.8
1 LESS THAN $5,000	2	2.0	863	0.9
2 $5,001 TO $10,000	5	5.1	851	0.9
3 $10,001 TO $15,000	1	1.0	270	0.3
4 $15,001 TO $20,000	14	14.3	4891	5.2
5 MORE THAN $20,000	26	26.5	53320	56.5
6 VARIES ACCORDING TO EARNINGS	10	10.2	14995	15.9
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	3.1	855	0.9
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	15	15.3	6338	6.7
9 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	12	12.2	3146	3.3
1 100% OF PREMIUM	65	66.3	80125	84.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	4	4.1	4650	4.9
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.0	200	0.2
5 50% OF PREMIUM	2	2.0	714	0.8
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.0	280	0.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	12	12.2	5153	5.5
9 OTHER	1	1.0	169	0.2
TOTAL	98	100.0	94437	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	14	14.3	5234	5.5
1 BASIC (A)	1	1.0	169	0.2
2 BASIC AND EXTENDED (A AND B)	20	20.4	12273	13.0
3 BASIC AND ORTHODONTIC (A AND C)	1	1.0	800	0.8
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	42	42.9	67393	71.4
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	7.1	2830	3.0
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	13	13.3	5738	6.1
7 OTHER	-	-	-	-
TOTAL	98	100.0	94437	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	23	23.5	8541	9.0
1 100% OF COST OF PLAN	7	7.1	3759	4.0
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	1	1.0	500	0.5
5 50% OF COST OF PLAN	2	2.0	325	0.3
6 FLAT AMOUNT	23	23.5	52647	55.7
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	25	25.5	19483	20.6
8 OTHER	17	17.3	9182	9.7
TOTAL	98	100.0	94437	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	59	60.2	66755	70.7
1 UNION	15	15.3	7403	7.8
2 MANAGEMENT	9	9.2	2174	2.3
3 JOINT UNION-MANAGEMENT ADMINISTRATION	7	7.1	8009	8.4
4 ADMINISTERED BY SEPARATE TRUSTEES	1	1.0	7500	7.9
5 OTHER	7	7.1	6596	7.0
TOTAL	98	100.0	94437	100.0

SELECTED AGREEMENTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 14 - MISCELLANEOUS PROVISIONS				
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	65	66.3	26919	28.5
1 PROVISION	33	33.7	67518	71.5
TOTAL	98	100.0	94437	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	11	11.2	3715	3.9
1 JOINT SAFETY COMMITTEE	17	17.3	7501	7.9
2 SAFETY CLOTHING OR EQUIPMENT	7	7.1	2636	2.8
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	2	2.0	570	0.6
4 1 AND 2	37	37.8	61366	65.0
5 1 AND 3	3	3.1	13150	13.9
6 2 AND 3	1	1.0	316	0.3
7 1, 2 AND 3	17	17.3	4508	4.8
8 OTHER	3	3.1	675	0.7
TOTAL	98	100.0	94437	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	22	22.4	9092	9.6
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	48	49.0	33553	35.5
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	3	3.1	1497	1.6
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	8	8.2	1436	1.5
5 COMBINATION OF 2 AND 3	1	1.0	350	0.4
6 COMBINATION OF 2 AND 4	4	4.1	1091	1.2
7 COMBINATION OF 2, 3 AND 4	2	2.0	270	0.3
8 OTHER	10	10.2	47148	49.9
TOTAL	98	100.0	94437	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	26	26.5	9764	10.3
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	45	45.9	32649	34.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	27	27.6	52024	55.1
TOTAL	98	100.0	94437	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	35	35.7	10316	10.9
1 APPRENTICESHIP	35	35.7	65943	69.8
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	5	5.1	2116	2.2
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	1	1.0	1300	1.4
4 1 AND 2	11	11.2	10698	11.3
5 1 AND 3	2	2.0	900	1.0
6 2 AND 3	1	1.0	145	0.2
7 1, 2 AND 3	5	5.1	2440	2.6
8 TRAINING AT EMPLOYER INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	3	3.1	579	0.6
TOTAL	98	100.0	94437	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	70	71.4	33181	35.1
1 PROVISION	28	28.6	61256	64.9
TOTAL	98	100.0	94437	100.0

SELECTED AGREEMENTS

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	2.0	522	0.6
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	10	10.2	37229	39.4
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	28	28.6	12605	13.3
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	34	34.7	31122	33.0
4 BY UNION REPRESENTATIVE	12	12.2	8742	9.3
5 BY GRIEVANCE COMMITTEE	1	1.0	220	0.2
6 BY WRITTEN NOTICE	8	8.2	1612	1.7
7 CHOICE OF SEVERAL PROCEDURES	1	1.0	700	0.7
8 OTHER	2	2.0	1685	1.8
TOTAL	98	100.0	94437	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	25	25.5	24488	25.9
1 72 HOURS OR LESS	5	5.1	1129	1.2
2 5 DAYS	10	10.2	3369	3.6
3 1 WEEK	4	4.1	3038	3.2
4 10 DAYS	12	12.2	5763	6.1
5 2 WEEKS	13	13.3	46433	49.2
6 3 WEEKS	-	-	-	-
7 1 MONTH	8	8.2	2170	2.3
8 2 MONTHS	2	2.0	1392	1.5
9 VARIES BY TYPE OF GRIEVANCE	6	6.1	2320	2.5
10 OTHER	13	13.3	4335	4.6
TOTAL	98	100.0	94437	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	63	64.3	65820	69.7
1 PROVISION	35	35.7	28617	30.3
TOTAL	98	100.0	94437	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	78	79.6	76308	80.8
1 PROVISION	20	20.4	18129	19.2
TOTAL	98	100.0	94437	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	1.0	169	0.2
1 SINGLE ARBITRATOR	28	28.6	49921	52.9
2 PERMANENT UMPIRE (NAMED)	1	1.0	220	0.2
3 TRIPARTITE BOARD	51	52.0	23714	25.1
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	11	11.2	8515	9.0
6 OTHER	6	6.1	11898	12.6
TOTAL	98	100.0	94437	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	81	82.7	78139	82.7
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	17	17.3	16298	17.3
TOTAL	98	100.0	94437	100.0

	SELECTED AGREEMENTS			
	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	95	96.9	93330	98.8
1 PROVISION	3	3.1	1107	1.2
TOTAL	98	100.0	94437	100.0
FIELD 14-08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	30	30.6	18294	19.4
1 PROVISION	68	69.4	76143	80.6
TOTAL	98	100.0	94437	100.0
FIELD 14-09 TOOL ALLOWANCE				
0 NO PROVISION	37	37.8	13747	14.6
1 PROVISION	61	62.2	80690	85.4
TOTAL	98	100.0	94437	100.0

PART IIb: CONSTRUCTION

(27 agreements covering 25,113 employees)

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	3	11.1	450	1.8
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	17	63.0	12383	49.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	3.7	340	1.4
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	6	22.2	11940	47.5
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	5	18.5	760	3.0
2 200 - 499 EMPLOYEES	13	48.1	3563	14.2
3 500 - 999 EMPLOYEES	3	11.1	1790	7.1
4 1000 - 4999 EMPLOYEES	5	18.5	10000	39.8
5 5000 - 9,999 EMPLOYEES	1	3.7	9000	35.8
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	27	100.0	25113	100.0
1 FEDERAL	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	-	-	-	-
1 1 YEAR	-	-	-	-
2 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
3 2 YEARS	26	96.3	24963	99.4
4 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
5 3 YEARS	1	3.7	150	0.6
6 MORE THAN 3 YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	-	-	-	-
3 1ST HALF OF 1981	-	-	-	-
4 2ND HALF OF 1981	-	-	-	-
5 1ST HALF OF 1982	5	18.5	1100	4.4
6 2ND HALF OF 1982	1	3.7	150	0.6
7 LATER THAN 1982	21	77.8	23863	95.0
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	3	11.1	640	2.5
1 CAPITAL REGION	–	–	–	–
2 FRASER VALLEY	–	–	–	–
3 COAST	–	–	–	–
4 OKANAGAN CARIBOO	–	–	–	–
5 KOOTENAY	–	–	–	–
6 NORTH	1	3.7	150	0.6
7 TWO OR MORE REGIONS	22	81.5	24123	96.1
8 INTER-PROVINCIAL	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	13	48.1	19575	77.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	11	40.7	4398	17.5
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	2	7.4	940	3.7
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	–	–	–	–
4 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	4	14.8	840	3.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	9	33.3	12310	49.0
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	1	3.7	300	1.2
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	–	–	–	–
4 COMBINATION OF 1, 2, AND/OR 3	7	25.9	6940	27.6
5 CONTRACTING OUT PROHIBITED ENTIRELY	–	–	–	–
6 OTHER	6	22.2	4723	18.8
TOTAL	27	100.0	25113	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	–	–	–	–
1 CLOSED SHOP	11	40.7	14740	58.7
2 UNION SHOP	15	55.6	10223	40.7
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	1	3.7	150	0.6
4 RAND FORMULA	–	–	–	–
5 MAINTENANCE OF MEMBERSHIP	–	–	–	–
6 SLOAN FORMULA	–	–	–	–
7 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0
FIELD 2-04 UNION DUES CHECK-OFF				
0 NO PROVISION	5	18.5	2998	11.9
1 VOLUNTARY	–	–	–	–
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	21	77.8	21965	87.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	1	3.7	150	0.6
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	–	–	–	–
5 COMPULSORY FOR UNION MEMBBERS ONLY	–	–	–	–
6 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	9	33.3	2040	8.1
1 CROSS PICKET LINES	–	–	–	–
2 HOT CARGOES	1	3.7	400	1.6
3 NON-UNION WORKERS	1	3.7	300	1.2
4 COMBINATION OF 1, 2, AND/OR 3	16	59.3	22373	89.1
5 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0
SECTION 3 - SENIORITY				
FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	13	48.1	12515	49.8
1 UNION HIRING HALL	5	18.5	10150	40.4
2 EMPLOYER (PLANT, BARGAINING UNIT)	4	14.8	1250	5.0
3 DEPARTMENT (BRANCH, DIVISION)	–	–	–	–
4 CRAFT (OCCUPATION)	–	–	–	–
5 EMPLOYER AND DEPARTMENT	–	–	–	–
6 EMPLOYER AND CRAFT	1	3.7	300	1.2
7 COMBINATION OF THE ABOVE	1	3.7	150	0.6
8 OTHER	3	11.1	748	3.0
TOTAL	27	100.0	25113	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	19	70.4	23015	91.6
1 1 CALENDAR MONTH	1	3.7	150	0.6
2 2 CALENDAR MONTHS	–	–	–	–
3 3 CALENDAR MONTHS	2	7.4	450	1.8
4 6 CALENDAR MONTHS	1	3.7	248	1.0
5 30 WORKING DAYS	1	3.7	150	0.6
6 45 WORKING DAYS	–	–	–	–
7 60 WORKING DAYS	1	3.7	340	1.4
8 240 WORKING HOURS	–	–	–	–
9 OTHER	2	7.4	760	3.0
TOTAL	27	100.0	25113	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	22	81.5	23283	92.7
1 STRAIGHT SENIORITY	1	3.7	590	2.3
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	1	3.7	600	2.4
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	7.4	490	2.0
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	3.7	150	0.6
5 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	19	70.4	14315	57.0
1 STRAIGHT SENIORITY	–	–	–	–
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	4	14.8	1060	4.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	3.7	340	1.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	–	–	–	–
5 OTHER	3	11.1	9398	37.4
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	12	44.4	7948	31.6
1 LESS THAN 24 HOURS	11	40.7	15925	63.4
2 24 HOURS TO 48 HOURS	3	11.1	1080	4.3
3 72 HOURS	-	-	-	-
4 1 WEEK	-	-	-	-
5 2 WEEKS	-	-	-	-
6 1 MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	3.7	160	0.6
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	16	59.3	13363	53.2
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	3	11.1	910	3.6
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	7.4	490	2.0
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	5	18.5	10200	40.6
6 OTHER	1	3.7	150	0.6
TOTAL	27	100.0	25113	100.0
FIELD 3-07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	23	85.2	24053	95.8
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	-	-	-	-
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	4	14.8	1060	4.2
TOTAL	27	100.0	25113	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	23	85.2	23863	95.0
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	-	-	-	-
3 1 YEAR	1	3.7	150	0.6
4 2 YEARS	-	-	-	-
5 GRADUATED BY LENGTH OF SERVICE	-	-	-	-
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	3	11.1	1100	4.4
TOTAL	27	100.0	25113	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	24	88.9	24203	96.4
1 UP TO 1 YEAR	-	-	-	-
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	1	3.7	150	0.6
3 GREATER THAN 2 YEARS	-	-	-	-
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	-	-	-	-
5 OTHER	2	7.4	760	3.0
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	25	92.6	24813	98.8
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	-	-	-	-
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	2	7.4	300	1.2
TOTAL	27	100.0	25113	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	14	51.9	14763	58.8
1 FOR UNION OFFICIALS	12	44.4	10010	39.9
2 SPECIAL SKILLS, APPRENTICES, ETC.	-	-	-	-
3 1 AND 2	-	-	-	-
4 OTHER	1	3.7	340	1.4
TOTAL	27	100.0	25113	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	23	85.2	24053	95.8
1 PROVISION	4	14.8	1060	4.2
TOTAL	27	100.0	25113	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	22	81.5	14523	57.8
1 OLDER WORKERS	1	3.7	200	0.8
2 DISABLED WORKERS	3	11.1	9800	39.0
3 BOTH OLDER AND DISABLED WORKERS	1	3.7	590	2.3
TOTAL	27	100.0	25113	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	27	100.0	25113	100.0
1 PROVISION	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	12	44.4	3950	15.7
1 PROVISION	15	55.6	21163	84.3
TOTAL	27	100.0	25113	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	27	100.0	25113	100.0
1 PROVISION	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	16	59.3	14973	59.6
1 REGULAR RATE OF EMPLOYEE	10	37.0	9550	38.0
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	1	3.7	590	2.3
3 RATE OF TEMPORARY JOB				
4 OTHER				
TOTAL	27	100.0	25113	100.0
FIELD 4-07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	25	92.6	24523	97.7
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	3.7	250	1.0
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	3.7	340	1.4
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 4-08 MOONLIGHTING				
0 NO PROVISION	24	88.9	23713	94.4
1 PROHIBITED	3	11.1	1400	5.6
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	21	77.8	21725	86.5
1 LESS THAN 3 MONTHS	2	7.4	398	1.6
2 3 MONTHS	2	7.4	490	2.0
3 6 MONTHS	-	-	-	-
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	2	7.4	2500	10.0
6 OTHER				
TOTAL	27	100.0	25113	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	11	40.7	16415	65.4
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	1	3.7	150	0.6
2 CONSULTATION - DETAILS NOT SPECIFIED	12	44.4	7648	30.5
3 OTHER	3	11.1	900	3.6
TOTAL	27	100.0	25113	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	26	96.3	24963	99.4
1 PROVISION	1	3.7	150	0.6
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	23	85.2	24273	96.7
1 STRAIGHT LAYOFF	–	–	–	–
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	3	11.1	640	2.5
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	–	–	–	–
4 WORK FORCE REDUCED THROUGH ATTRITION	–	–	–	–
5 COMBINATION OF 2 AND 3	–	–	–	–
6 COMBINATION OF 2 AND 4	–	–	–	–
7 COMBINATION OF 3 AND 4	–	–	–	–
8 COMBINATION OF 2, 3 AND 4	–	–	–	–
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	–	–	–	–
10 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	22	81.5	24025	95.7
1 LESS THAN 1 YEAR	–	–	–	–
2 1 YEAR	3	11.1	548	2.2
3 2 YEARS	–	–	–	–
4 3 YEARS	–	–	–	–
5 4 YEARS	–	–	–	–
6 5 YEARS	1	3.7	340	1.4
7 10 YEARS	–	–	–	–
8 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	22	81.5	24025	95.7
1 1 DAY'S PAY PER YEAR OF SERVICE	–	–	–	–
2 1 WEEK'S PAY PER YEAR OF SERVICE	3	11.1	548	2.2
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	–	–	–	–
4 VARIES ACCORDING TO LENGTH OF SERVICE	–	–	–	–
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	1	3.7	340	1.4
6 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	22	81.5	24025	95.7
1 LESS THAN 20 WEEKS' PAY	–	–	–	–
2 20 WEEKS' PAY	–	–	–	–
3 26 WEEKS' PAY	–	–	–	–
4 30 WEEKS' PAY	2	7.4	300	1.2
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	–	–	–	–
6 1 YEAR'S PAY OR MORE	–	–	–	–
7 NO MAXIMUM	1	3.7	248	1.0
8 OTHER	2	7.4	540	2.2
TOTAL	27	100.0	25113	100.0
FIELD 5-08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	24	88.9	24423	97.3
1 LESS THAN 3 MONTHS	1	3.7	150	0.6
2 3 MONTHS	–	–	–	–
3 6 MONTHS	1	3.7	340	1.4
4 MORE THAN 6 MONTHS	–	–	–	–
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	–	–	–	–
6 BY LENGTH OF SERVICE	–	–	–	–
7 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	21	77.8	23435	93.3
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	3	11.1	1178	4.7
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	2	7.4	300	1.2
6 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	20	74.1	22235	88.5
1 EMPLOYER PROGRAM	2	7.4	398	1.6
2 UNION PROGRAM	1	3.7	1200	4.8
3 JOINT EMPLOYER-UNION PROGRAM	-	-	-	-
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	2	7.4	490	2.0
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	1	3.7	590	2.3
6 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	18	66.7	17963	71.5
1 UNION-MANAGEMENT CONSULTATION ONLY	2	7.4	1790	7.1
2 ARBITRATION OF WAGE RATE	4	14.8	4850	19.3
3 OTHER	3	11.1	510	2.0
TOTAL	27	100.0	25113	100.0
SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS				
FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	2	7.4	1360	5.4
1 WAGE INCREASE EVERY SIX MONTHS	12	44.4	7713	30.7
2 WAGE INCREASE YEARLY	8	29.6	5590	22.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	5	18.5	10450	41.6
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	23	85.2	20473	81.5
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	-	-	-	-
3 COST-OF-LIVING ALLOWANCE CLAUSE	4	14.8	4640	18.5
4 COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	25	92.6	24623	98.0
1 SEVERANCE PAY	2	7.4	490	2.0
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	25	92.6	24623	98.0
1 LESS THAN 1 YEAR	-	-	-	-
2 1 YEAR	1	3.7	150	0.6
3 2 YEARS	-	-	-	-
4 3 YEARS	-	-	-	-
5 5 YEARS	-	-	-	-
6 10 YEARS	-	-	-	-
7 OTHER	1	3.7	340	1.4
TOTAL	27	100.0	25113	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	26	96.3	24773	98.6
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	1	3.7	340	1.4
TOTAL	27	100.0	25113	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	25	92.6	24623	98.0
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 WEEKS' PAY	-	-	-	-
3 26 WEEKS' PAY	-	-	-	-
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	-	-	-	-
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	-	-	-	-
8 OTHER	2	7.4	490	2.0
TOTAL	27	100.0	25113	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 6 HOURS			-	-
2 7 HOURS			-	-
3 7 1/2 HOURS			23125	92.1
4 8 HOURS			1988	7.9
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			-	-
TOTAL			25113	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 6 HOURS			-	-
2 7 HOURS			-	-
3 7 1/2 HOURS			-	-
4 8 HOURS			-	-
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			-	-
TOTAL			0	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 3 DAYS	-	-	-	-
2 4 DAYS	-	-	-	-
3 5 DAYS	-	-	25113	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	-	-	-	-
TOTAL			25113	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 3 DAYS	-	-	-	-
2 4 DAYS	-	-	-	-
3 5 DAYS	-	-	-	-
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	-	-	-	-
TOTAL			0	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 32 HOURS	-	-	-	-
2 35 HOURS	-	-	-	-
3 37 1/2 HOURS	-	-	-	-
4 40 HOURS	-	-	23125	92.1
5 OTHER	-	-	1988	7.9
TOTAL			25113	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 32 HOURS	-	-	-	-
2 35 HOURS	-	-	-	-
3 37 1/2 HOURS	-	-	-	-
4 40 HOURS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL			0	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	-	-	-	-
1 2 DAYS (CONSECUTIVE)	27	100.0	25113	100.0
2 2 DAYS (NOT CONSECUTIVE)	-	-	-	-
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	-	-	-	-
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	14	51.9	8863	35.3
1 3 HOURS' PAY	1	3.7	300	1.2
2 4 HOURS' PAY	8	29.6	14950	59.5
3 FULL SHIFT'S PAY	1	3.7	150	0.6
4 OTHER	3	11.1	850	3.4
TOTAL	27	100.0	25113	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	20	74.1	22773	90.7
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	4	14.8	1690	6.7
3 OTHER	3	11.1	650	2.6
TOTAL	27	100.0	25113	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	5	18.5	1150	4.6
1 ONE 10 MINUTE BREAK	-	-	-	-
2 TWO 10 MINUTE BREAKS	18	66.7	22563	89.8
3 TWO 15 MINUTE BREAKS	-	-	-	-
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	3	11.1	1250	5.0
6 OTHER	1	3.7	150	0.6
TOTAL	27	100.0	25113	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	24	88.9	23983	95.5
1 LESS THAN 1 FULL DAY	-	-	-	-
2 1 DAY (24 HOURS)	1	3.7	340	1.4
3 48 HOURS	2	7.4	790	3.1
4 72 HOURS	-	-	-	-
5 1 WEEK	-	-	-	-
6 2 WEEKS OR MORE	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	21	77.8	20113	80.1
1 PROVISION	6	22.2	5000	19.9
TOTAL	27	100.0	25113	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	17	63.0	7863	31.3
1 PROVISION	10	37.0	17250	68.7
TOTAL	27	100.0	25113	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	27	100.0	25113	100.0
1 PROVISION	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	27	100.0	25113	100.0
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	2	7.4	450	1.8
1 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR 2 HOURS, THEN 2 X	2	7.4	350	1.4
3 1 1/2 X FOR 3 HOURS, THEN 2 X	1	3.7	150	0.6
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	7.4	350	1.4
5 1 1/2 X FOR 8 HOURS, THEN 2 X	-	-	-	-
6 2 X	18	66.7	19513	77.7
7 OTHER	2	7.4	4300	17.1
TOTAL	27	100.0	25113	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	3	11.1	650	2.6
1 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR 2 HOURS, THEN 2 X	1	3.7	150	0.6
3 1 1/2 X FOR 3 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	7.4	350	1.4
5 1 1/2 X FOR 8 HOURS, THEN 2 X	1	3.7	150	0.6
6 2 X	18	66.7	19513	77.7
7 OTHER	2	7.4	4300	17.1
TOTAL	27	100.0	25113	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	2	7.4	790	3.1
1 1 1/2 X	5	18.5	1050	4.2
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 3 HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR 4 HOURS, THEN 2 X	1	3.7	150	0.6
6 2 X	17	63.0	18783	74.8
7 OTHER	2	7.4	4340	17.3
TOTAL	27	100.0	25113	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	1	3.7	590	2.3
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	25	92.6	24183	96.3
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	1	3.7	340	1.4
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	13	48.1	11263	44.8
1 PAY ONLY	10	37.0	12600	50.2
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	4	14.8	1250	5.0
4 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	22	81.5	20003	79.7
1 RIGHT TO REFUSE OVERTIME	5	18.5	5110	20.3
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	26	96.3	24963	99.4
1 PROVISION	1	3.7	150	0.6
TOTAL	27	100.0	25113	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	18	66.7	20513	81.7
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	4	14.8	3210	12.8
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	1	3.7	150	0.6
5 2 X	2	7.4	700	2.8
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 OTHER	2	7.4	540	2.2
TOTAL	27	100.0	25113	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	19	70.4	20853	83.0
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	4	14.8	3210	12.8
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	4	14.8	1050	4.2
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	13	48.1	5475	21.8
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	4	14.8	10800	43.0
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	2	7.4	760	3.0
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	3	11.1	6550	26.1
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	3.7	248	1.0
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	3.7	340	1.4
12 OTHER	3	11.1	940	3.7
TOTAL	27	100.0	25113	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	8	29.6	1673	6.7
1 ON OVERTIME, CALL-IN, HOLIDAY ETC.	15	55.6	19240	76.6
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	2	7.4	1500	6.0
4 OTHER	2	7.4	2700	10.8
TOTAL	27	100.0	25113	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	9	33.3	2873	11.4
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	-	-	-	-
4 $4.00 TO $4.99	-	-	-	-
5 $5.00 AND MORE	1	3.7	150	0.6
6 MEAL PROVIDED	15	55.6	21150	84.2
7 OTHER	2	7.4	940	3.7
TOTAL	27	100.0	25113	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	12	44.4	16700	66.5
1 1 1/2 X	1	3.7	600	2.4
2 1 1/2 X FOLLOWED BY A HIGHER RATE	1	3.7	248	1.0
3 2 X	-	-	-	-
4 FLAT AMOUNT	2	7.4	475	1.9
5 OTHER	11	40.7	7090	28.2
TOTAL	27	100.0	25113	100.0
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	21	77.8	19815	78.9
1 PROVISION	6	22.2	5298	21.1
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	13	48.1	7408	29.5
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	1	3.7	340	1.4
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	4	14.8	2300	9.2
3 PERCENTAGE OF REGULAR RATE	5	18.5	5100	20.3
4 REDUCED SHIFT	-	-	-	-
5 OTHER	4	14.8	9965	39.7
TOTAL	27	100.0	25113	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	8	29.6	2263	9.0
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 50 CENTS PER HOUR	2	7.4	300	1.2
5 MORE THAN 50 CENTS PER HOUR	1	3.7	1500	6.0
6 1/2 HOUR'S PAY PER SHIFT	1	3.7	250	1.0
7 1 HOUR'S PAY PER SHIFT	12	44.4	19700	78.4
8 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	3	11.1	1100	4.4
TOTAL	27	100.0	25113	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	8	29.6	2263	9.0
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 49 CENTS PER HOUR	2	7.4	300	1.2
5 50 - 75 CENTS PER HOUR	-	-	-	-
6 MORE THAN 75 CENTS PER HOUR	1	3.7	1500	6.0
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 1 HOUR'S PAY PER SHIFT	4	14.8	9700	38.6
9 2 HOUR'S PAY PER SHIFT	8	29.6	9850	39.2
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	4	14.8	1500	6.0
TOTAL	27	100.0	25113	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	26	96.3	16113	64.2
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 50 CENTS PER HOUR	-	-	-	-
5 MORE THAN 50 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	1	3.7	9000	35.8
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	1	3.7	1000	4.0
1 8 DAYS PER YEAR	–	–	–	–
2 9 DAYS	–	–	–	–
3 10 DAYS	3	11.1	650	2.6
4 11 DAYS	3	11.1	640	2.5
5 12 DAYS	3	11.1	4760	19.0
6 13 DAYS	1	3.7	150	0.6
7 14 DAYS	16	59.3	17913	71.3
8 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	22	81.5	23713	94.4
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	–	–	–	–
2 MINIMUM LENGTH OF SERVICE	1	3.7	600	2.4
3 1 AND 2	3	11.1	640	2.5
4 OTHER	1	3.7	160	0.6
TOTAL	27	100.0	25113	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	23	85.2	23873	95.1
1 LESS THAN 1 MONTH	1	3.7	340	1.4
2 1 MONTH	3	11.1	900	3.6
3 2 MONTHS	–	–	–	–
4 3 MONTHS	–	–	–	–
5 MORE THAN 3 MONTHS	–	–	–	–
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	–	–	–	–
7 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	2	7.4	1200	4.8
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	–	–	–	–
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	1	3.7	150	0.6
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	24	88.9	23763	94.6
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	–	–	–	–
5 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	3	11.1	1800	7.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	24	88.9	23313	92.8
2 AN EXTRA DAY'S PAY	–	–	–	–
3 EITHER 1 OR 2	–	–	–	–
4 OTHER	–	–	–	–
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	25	92.6	24363	97.0
1 ANOTHER PAID DAY OFF	2	7.4	750	3.0
2 ANOTHER DAY'S PAY	-	-	-	-
3 EITHER 1 OR 2	-	-	-	-
4 NOT GRANTED	-	-	-	-
TOTAL	27	100.0	25113	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	22	81.5	15363	61.2
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 1 WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	3.7	150	0.6
4 OTHER	4	14.8	9600	38.2
TOTAL	27	100.0	25113	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	10	37.0	17773	70.8
1 2 WEEKS	-	-	-	-
2 3 WEEKS	7	25.9	4640	18.5
3 4 WEEKS	-	-	-	-
4 5 WEEKS	2	7.4	760	3.0
5 6 WEEKS	-	-	-	-
6 7 WEEKS	3	11.1	640	2.5
7 OTHER	5	18.5	1300	5.2
TOTAL	27	100.0	25113	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	12	44.4	3523	14.0
1 YEAR OF SERVICE	7	25.9	7690	30.6
2 YEARS	4	14.8	1060	4.2
3 YEARS	1	3.7	340	1.4
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	-	-	-	-
12 OTHER	3	11.1	12500	49.8
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-04 PAID VACATION - 4 WEEKS				
0 NO PROVISION	22	81.5	23713	94.4
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	1	3.7	150	0.6
8 YEARS	1	3.7	340	1.4
9 YEARS	3	11.1	910	3.6
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 10-05 PAID VACATION - 5 WEEKS				
0 NO PROVISION	22	81.5	23713	94.4
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	1	3.7	150	0.6
17 YEARS	-	-	-	-
18 YEARS	2	7.4	490	2.0
19 YEARS	2	7.4	760	3.0
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-06 PAID VACATION - 6 WEEKS				
0 NO PROVISION	24	88.9	24473	97.5
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	2	7.4	300	1.2
25 YEARS	1	3.7	340	1.4
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 10-07 PAID VACATION - 7 WEEKS				
0 NO PROVISION	24	88.9	24473	97.5
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	3	11.1	640	2.5
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	2	7.4	1248	5.0
1 REGULAR PAY	-	-	-	-
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	24	88.9	23715	94.4
3 1 OR 2, WHICHEVER IS GREATER	1	3.7	150	0.6
4 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	23	85.2	23873	95.1
1 WITH LIMITATIONS	-	-	-	-
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	4	14.8	1240	4.9
4 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	26	96.3	24963	99.4
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	1	3.7	150	0.6
3 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	17	63.0	10015	39.9
1 1 DAY	3	11.1	4450	17.7
2 2 DAYS	-	-	-	-
3 3 DAYS	5	18.5	1400	5.6
4 4 DAYS	-	-	-	-
5 5 DAYS	1	3.7	248	1.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	-	-	-	-
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	3.7	9000	35.8
8 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	22	81.5	23713	94.4
1 PROVISION FOR FULL REGULAR PAY	5	18.5	1400	5.6
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	17	63.0	15353	61.1
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	5	18.5	5250	20.9
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	5	18.5	4510	18.0
4 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	27	100.0	25113	100.0
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 5 DAYS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 1 MONTHS' SERVICE	-	-	-	-
2 2 TO 6 MONTHS' SERVICE	-	-	-	-
3 MORE THAN 6 MONTHS	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	27	100.0	25113	100.0
1 16 WEEKS	-	-	-	-
2 18 WEEKS	-	-	-	-
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	-	-	-	-
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	-	-	-	-
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 PROVISION EXISTS	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	24	88.9	24203	96.4
1 PROVISION	3	11.1	910	3.6
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 5 DAYS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	1	3.7	1500	6.0
1 HEALTH AND WELFARE FUND	23	85.2	23163	92.2
2 SERIES OF PLANS	3	11.1	450	1.8
3 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	22	81.5	23375	93.1
1 IMMEDIATELY ON BEING EMPLOYED	3	11.1	1340	5.3
2 1 MONTH	-	-	-	-
3 3 MONTHS	-	-	-	-
4 6 MONTHS	1	3.7	248	1.0
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	1	3.7	150	0.6
7 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	4	14.8	1950	7.8
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 39 CENTS PER HOUR	-	-	-	-
5 40 - 49 CENTS PER HOUR	-	-	-	-
6 50 - 75 CENTS PER HOUR	13	48.1	9890	39.4
7 MORE THAN 75 CENTS PER HOUR	8	29.6	12725	50.7
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	1	3.7	248	1.0
9 OTHER	1	3.7	300	1.2
TOTAL	27	100.0	25113	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	1	3.7	1500	6.0
1 100% OF PREMIUM	2	7.4	300	1.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.7	150	0.6
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	23	85.2	23163	92.2
10 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	2	7.4	1650	6.6
1 100% OF PREMIUM	2	7.4	300	1.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	23	85.2	23163	92.2
10 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	24	88.9	24663	98.2
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	-	-	-	-
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	11.1	450	1.8
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 LESS THAN 6 DAYS PER YEAR	-	-	-	-
2 1/2 DAY PER MONTH - 6 DAYS PER YEAR	-	-	-	-
3 1 DAY PER MONTH - 12 DAYS PER YEAR	-	-	-	-
4 1 1/4 DAYS PER MONTH - 15 DAYS PER YEAR	-	-	-	-
5 1 1/2 DAYS PER MONTH - 18 DAYS PER YEAR	-	-	-	-
6 1 2/3 DAYS PER MONTH- 20 DAYS PER YEAR	-	-	-	-
7 2 DAYS PER MONTH - 24 DAYS PER YEAR	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	27	100.0	25113	100.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	23	85.2	22363	89.0
1 100% OF PREMIUM	1	3.7	150	0.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	3.7	150	0.6
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	7.4	2450	9.8
9 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	23	85.2	22363	89.0
1 12 WEEKS OR LESS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	-	-	-	-
4 39 WEEKS	-	-	-	-
5 52 WEEKS	2	7.4	300	1.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	7.4	2450	9.8
8 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	22	81.5	22023	87.7
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	-	-	-	-
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	-	-	-	-
5 MORE THAN $200 PER WEEK	1	3.7	150	0.6
6 PERCENTAGE OF EARNINGS	1	3.7	340	1.4
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	3.7	150	0.6
8 VARIES ACCORDING TO EARNINGS	1	3.7	150	0.6
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	3.7	2300	9.2
10 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	24	88.9	24473	97.5
1 PROVISION	3	11.1	640	2.5
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	3	11.1	2850	11.3
1 100% OF PREMIUM	3	11.1	450	1.8
2 LESS THAN 100% BUT MORE THAN 75%	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50%	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED				
9 OTHER	21	77.8	21813	86.9
TOTAL	27	100.0	25113	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	2	7.4	2500	10.0
1 LESS THAN $ 5,000	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	1	3.7	150	0.6
6 VARIES ACCORDING TO EARNINGS	1	3.7	150	0.6
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	3.7	150	0.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	77.8	22003	87.6
9 OTHER	1	3.7	160	0.6
TOTAL	27	100.0	25113	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	3	11.1	2650	10.6
1 100% OF PREMIUM	2	7.4	300	1.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	81.5	22163	88.3
10 OTHER				
TOTAL	27	100.0	25113	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	3	11.1	2650	10.6
1 LESS THAN $5,000	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	1	3.7	150	0.6
6 VARIES ACCORDING TO EARNINGS	1	3.7	150	0.6
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	81.5	22163	88.3
9 OTHER				
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	2	7.4	2500	10.0
1 100% OF PREMIUM	2	7.4	300	1.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.7	150	0.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	81.5	22163	88.3
9 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	2	7.4	2500	10.0
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTIC (A AND C)	-	-	-	-
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	2	7.4	300	1.2
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	3.7	150	0.6
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	81.5	22163	88.3
7 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	2	7.4	325	1.3
1 100% OF COST OF PLAN	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	-	-	-	-
5 50% OF COST OF PLAN	-	-	-	-
6 FLAT AMOUNT	17	63.0	13508	53.8
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	2	7.4	350	1.4
8 OTHER	6	22.2	10930	43.5
TOTAL	27	100.0	25113	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	7	25.9	2875	11.4
1 UNION	12	44.4	14400	57.3
2 MANAGEMENT	-	-	-	-
3 JOINT UNION-MANAGEMENT ADMINISTRATION	5	18.5	6898	27.5
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 OTHER	3	11.1	940	3.7
TOTAL	27	100.0	25113	100.0

SECTION 14 - MISCELLANEOUS PROVISIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	20	74.1	21948	87.4
1 PROVISION	7	25.9	3165	12.6
TOTAL	27	100.0	25113	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	-	-	-	-
1 JOINT SAFETY COMMITTEE	1	3.7	340	1.4
2 SAFETY CLOTHING OR EQUIPMENT	1	3.7	150	0.6
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	-	-	-	-
4 1 AND 2	1	3.7	2300	9.2
5 1 AND 3	3	11.1	935	3.7
6 2 AND 3	7	25.9	3448	13.7
7 1, 2 AND 3	13	48.1	17740	70.6
8 OTHER	1	3.7	200	0.8
TOTAL	27	100.0	25113	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	6	22.2	3148	12.5
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	13	48.1	17990	71.6
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	2	7.4	450	1.8
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	1	3.7	150	0.6
7 COMBINATION OF 2, 3 AND 4	1	3.7	175	0.7
8 OTHER	4	14.8	3200	12.7
TOTAL	27	100.0	25113	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	8	29.6	3598	14.3
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	15	55.6	20015	79.7
2 PROVISION FOR PAY OF SAFETY COMMITTEE	4	14.8	1500	6.0
TOTAL	27	100.0	25113	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	6	22.2	2550	10.2
1 APPRENTICESHIP	17	63.0	21665	86.3
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	-	-	-	-
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	1	3.7	248	1.0
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	3.7	150	0.6
10 OTHER	2	7.4	500	2.0
TOTAL	27	100.0	25113	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	22	81.5	22803	90.8
1 PROVISION	5	18.5	2310	9.2
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	1	3.7	248	1.0
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	3	11.1	640	2.5
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	4	14.8	1325	5.3
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	4	14.8	2560	10.2
4 BY UNION REPRESENTATIVE	9	33.3	17990	71.6
5 BY GRIEVANCE COMMITTEE	2	7.4	500	2.0
6 BY WRITTEN NOTICE	3	11.1	1550	6.2
7 CHOICE OF SEVERAL PROCEDURES	-	-	-	-
8 OTHER	1	3.7	300	1.2
TOTAL	27	100.0	25113	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	9	33.3	3598	14.3
1 72 HOURS OR LESS	1	3.7	300	1.2
2 5 DAYS	1	3.7	150	0.6
3 1 WEEK	2	7.4	1840	7.3
4 10 DAYS	3	11.1	1250	5.0
5 2 WEEKS	1	3.7	150	0.6
6 3 WEEKS	-	-	-	-
7 1 MONTH	7	25.9	15025	59.8
8 2 MONTHS	1	3.7	200	0.8
9 VARIES BY TYPE OF GRIEVANCE	2	7.4	2600	10.4
10 OTHER	-	-	-	-
TOTAL	27	100.0	25113	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	22	81.5	17163	68.3
1 PROVISION	5	18.5	7950	31.7
TOTAL	27	100.0	25113	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	25	92.6	24653	98.2
1 PROVISION	2	7.4	460	1.8
TOTAL	27	100.0	25113	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	2	7.4	398	1.6
1 SINGLE ARBITRATOR	4	14.8	800	3.2
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	17	63.0	18290	72.8
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	1	3.7	4000	15.9
5 CHOICE OF ALTERNATIVES	2	7.4	1450	5.8
6 OTHER	1	3.7	175	0.7
TOTAL	27	100.0	25113	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	27	100.0	25113	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	27	100.0	25113	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	27	100.0	25113	100.0
1 PROVISION				
TOTAL	27	100.0	25113	100.0
FIELD 14-08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	11	40.7	13185	52.5
1 PROVISION	16	59.3	11928	47.5
TOTAL	27	100.0	25113	100.0
FIELD 14-09 TOOL ALLOWANCE				
0 NO PROVISION	3	11.1	1990	7.9
1 PROVISION	24	88.9	23123	92.1
TOTAL	27	100.0	25113	100.0

PART IIc:
TRADE AND SERVICE

(23 agreements covering 17,195 employees)

Trade
Miscellaneous Service

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	17	73.9	6095	35.4
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	6	26.1	11100	64.6
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	4.3	89	0.5
1 100 - 199 EMPLOYEES	6	26.1	836	4.9
2 200 - 499 EMPLOYEES	8	34.8	2170	12.6
3 500 - 999 EMPLOYEES	4	17.4	4100	23.8
4 1000 - 4999 EMPLOYEES	4	17.4	10000	58.2
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	23	100.0	17195	100.0
1 FEDERAL	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	-	-	-	-
1 1 YEAR	6	26.1	2309	13.4
2 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
3 2 YEARS	17	73.9	14886	86.6
4 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
5 3 YEARS	-	-	-	-
6 MORE THAN 3 YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	-	-	-	-
3 1ST HALF OF 1981	-	-	-	-
4 2ND HALF OF 1981	2	8.7	700	4.1
5 1ST HALF OF 1982	13	56.5	12504	72.7
6 2ND HALF OF 1982	4	17.4	2005	11.7
7 LATER THAN 1982	4	17.4	1986	11.5
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 1-06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	13	56.5	8615	50.1
1 CAPITAL REGION	4	17.4	1731	10.1
2 FRASER VALLEY	1	4.3	300	1.7
3 COAST	–	–	–	–
4 OKANAGAN CARIBOO	–	–	–	–
5 KOOTENAY	–	–	–	–
6 NORTH	–	–	–	–
7 TWO OR MORE REGIONS	5	21.7	6549	38.1
8 INTER-PROVINCIAL	–	–	–	–
TOTAL	23	100.0	17195	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	2	8.7	300	1.7
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	11	47.8	12089	70.3
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	5	21.7	3386	19.7
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	5	21.7	1420	8.3
4 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	14	60.9	10675	62.1
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	3	13.0	5200	30.2
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	–	–	–	–
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	–	–	–	–
4 COMBINATION OF 1, 2, AND/OR 3	–	–	–	–
5 CONTRACTING OUT PROHIBITED ENTIRELY	2	8.7	255	1.5
6 OTHER	4	17.4	1065	6.2
TOTAL	23	100.0	17195	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	–	–	–	–
1 CLOSED SHOP	2	8.7	3200	18.6
2 UNION SHOP	14	60.9	10055	58.5
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	5	21.7	2850	16.6
4 RAND FORMULA	–	–	–	–
5 MAINTENANCE OF MEMBERSHIP	1	4.3	140	0.8
6 SLOAN FORMULA	–	–	–	–
7 OTHER	1	4.3	950	5.5
TOTAL	23	100.0	17195	100.0
FIELD 2-04 UNION DUES CHECK-OFF				
0 NO PROVISION	2	8.7	1950	11.3
1 VOLUNTARY	–	–	–	–
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	15	65.2	12255	71.3
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	6	26.1	2990	17.4
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	–	–	–	–
5 COMPULSORY FOR UNION MEMEBERS ONLY	–	–	–	–
6 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	7	30.4	1964	11.4
1 CROSS PICKET LINES	8	34.8	9391	54.6
2 HOT CARGOES	1	4.3	1000	5.8
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	6	26.1	3890	22.6
5 OTHER	1	4.3	950	5.5
TOTAL	23	100.0	17195	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	4	17.4	1734	10.1
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	6	26.1	7566	44.0
3 DEPARTMENT (BRANCH, DIVISION)	1	4.3	315	1.8
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	9	39.1	7045	41.0
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	2	8.7	335	1.9
8 OTHER	1	4.3	200	1.2
TOTAL	23	100.0	17195	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	2	8.7	1125	6.5
1 1 CALENDAR MONTH	7	30.4	9010	52.4
2 2 CALENDAR MONTHS	2	8.7	600	3.5
3 3 CALENDAR MONTHS	1	4.3	346	2.0
4 6 CALENDAR MONTHS	-	-	-	-
5 30 WORKING DAYS	2	8.7	1089	6.3
6 45 WORKING DAYS	-	-	-	-
7 60 WORKING DAYS	6	26.1	4050	23.6
8 240 WORKING HOURS	-	-	-	-
9 OTHER	3	13.0	975	5.7
TOTAL	23	100.0	17195	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	3	13.0	1470	8.5
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	11	47.8	11549	67.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	26.1	3541	20.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	13.0	635	3.7
5 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	2	8.7	1125	6.5
1 STRAIGHT SENIORITY	7	30.4	6844	39.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	11	47.8	8080	47.0
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	8.7	546	3.2
5 OTHER	1	4.3	600	3.5
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	14	60.9	9146	53.2
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	1	4.3	315	1.8
3 72 HOURS	-	-	-	-
4 1 WEEK	1	4.3	550	3.2
5 2 WEEKS	3	13.0	1764	10.3
6 1 MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	8.7	4620	26.9
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	2	8.7	800	4.7
TOTAL	23	100.0	17195	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	2	8.7	1125	6.5
1 STRAIGHT SENIORITY	7	30.4	6444	37.5
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	13	56.5	9426	54.8
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	1	4.3	200	1.2
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 3-07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	2	8.7	1296	7.5
1 FAILURE TO REPORT WHEN NOTIFIED	7	30.4	10099	58.7
2 AFTER A SPECIFIED PERIOD OFF WORK	4	17.4	2909	16.9
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	10	43.5	2891	16.8
TOTAL	23	100.0	17195	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	8	34.8	7035	40.9
1 LESS THAN SIX MONTHS	3	13.0	2800	16.3
2 SIX MONTHS	3	13.0	4786	27.8
3 1 YEAR	3	13.0	949	5.5
4 2 YEARS	1	4.3	100	0.6
5 GRADUATED BY LENGTH OF SERVICE	1	4.3	200	1.2
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	4	17.4	1325	7.7
TOTAL	23	100.0	17195	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	19	82.6	14446	84.0
1 UP TO 1 YEAR	2	8.7	609	3.5
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	-	-	-	-
3 GREATER THAN 2 YEARS	-	-	-	-
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	-	-	-	-
5 OTHER	2	8.7	2140	12.4
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	17	73.9	15554	90.5
1 SENIORITY LOST ON TRANSFER	–	–	–	–
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	5	21.7	1241	7.2
3 SENIORITY RETAINED INDEFINITELY	–	–	–	–
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	–	–	–	–
5 OTHER	1	4.3	400	2.3
TOTAL	23	100.0	17195	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	23	100.0	17195	100.0
1 FOR UNION OFFICIALS	–	–	–	–
2 SPECIAL SKILLS, APPRENTICES, ETC.	–	–	–	–
3 1 AND 2	–	–	–	–
4 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	11	47.8	12120	70.5
1 PROVISION	12	52.2	5075	29.5
TOTAL	23	100.0	17195	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	20	87.0	16614	96.6
1 OLDER WORKERS	–	–	–	–
2 DISABLED WORKERS	3	13.0	581	3.4
3 BOTH OLDER AND DISABLED WORKERS	–	–	–	–
TOTAL	23	100.0	17195	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	22	95.7	16995	98.8
1 PROVISION	1	4.3	200	1.2
TOTAL	23	100.0	17195	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	22	95.7	16995	98.8
1 PROVISION	1	4.3	200	1.2
TOTAL	23	100.0	17195	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	23	100.0	17195	100.0
1 PROVISION	–	–	–	–
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	8	34.8	9291	54.0
1 REGULAR RATE OF EMPLOYEE	–	–	–	–
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	13	56.5	4704	27.4
3 RATE OF TEMPORARY JOB	–	–	–	–
4 OTHER	2	8.7	3200	18.6
TOTAL	23	100.0	17195	100.0
FIELD 4-07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	19	82.6	14329	83.3
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	8.7	2500	14.5
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	8.7	366	2.1
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	–	–	–	–
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	–	–	–	–
5 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0
FIELD 4-08 MOONLIGHTING				
0 NO PROVISION	18	78.3	11869	69.0
1 PROHIBITED	3	13.0	4786	27.8
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	–	–	–	–
3 OTHER	2	8.7	540	3.1
TOTAL	23	100.0	17195	100.0
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	16	69.6	11405	66.3
1 LESS THAN 3 MONTHS	1	4.3	140	0.8
2 3 MONTHS	4	17.4	5309	30.9
3 6 MONTHS	1	4.3	175	1.0
4 MORE THAN 6 MONTHS	–	–	–	–
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	1	4.3	166	1.0
6 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	17	73.9	11545	67.1
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	–	–	–	–
2 CONSULTATION - DETAILS NOT SPECIFIED	6	26.1	5650	32.9
3 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	18	78.3	11709	68.1
1 PROVISION	5	21.7	5486	31.9
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	14	60.9	15064	87.6
1 STRAIGHT LAYOFF	–	–	–	–
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	6	26.1	1085	6.3
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	–	–	–	–
4 WORK FORCE REDUCED THROUGH ATTRITION	–	–	–	–
5 COMBINATION OF 2 AND 3	–	–	–	–
6 COMBINATION OF 2 AND 4	–	–	–	–
7 COMBINATION OF 3 AND 4	–	–	–	–
8 COMBINATION OF 2, 3 AND 4	–	–	–	–
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	1	4.3	600	3.5
10 OTHER	2	8.7	446	2.6
TOTAL	23	100.0	17195	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	18	78.3	16254	94.5
1 LESS THAN 1 YEAR	–	–	–	–
2 1 YEAR	2	8.7	289	1.7
3 2 YEARS	–	–	–	–
4 3 YEARS	–	–	–	–
5 4 YEARS	–	–	–	–
6 5 YEARS	1	4.3	140	0.8
7 10 YEARS	–	–	–	–
8 OTHER	2	8.7	512	3.0
TOTAL	23	100.0	17195	100.0
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	16	69.6	15764	91.7
1 1 DAY'S PAY PER YEAR OF SERVICE	–	–	–	–
2 1 WEEK'S PAY PER YEAR OF SERVICE	1	4.3	175	1.0
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	–	–	–	–
4 VARIES ACCORDING TO LENGTH OF SERVICE	2	8.7	289	1.7
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	–	–	–	–
6 OTHER	4	17.4	967	5.6
TOTAL	23	100.0	17195	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	17	73.9	16079	93.5
1 LESS THAN 20 WEEKS' PAY	1	4.3	166	1.0
2 20 WEEKS' PAY	–	–	–	–
3 26 WEEKS' PAY	–	–	–	–
4 30 WEEKS' PAY	–	–	–	–
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	2	8.7	315	1.8
6 1 YEAR'S PAY OR MORE	–	–	–	–
7 NO MAXIMUM	1	4.3	89	0.5
8 OTHER	2	8.7	546	3.2
TOTAL	23	100.0	17195	100.0
FIELD 5-08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	23	100.0	17195	100.0
1 LESS THAN 3 MONTHS	–	–	–	–
2 3 MONTHS	–	–	–	–
3 6 MONTHS	–	–	–	–
4 MORE THAN 6 MONTHS	–	–	–	–
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	–	–	–	–
6 BY LENGTH OF SERVICE	–	–	–	–
7 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	17	73.9	14268	83.0
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	4	17.4	1252	7.3
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	4.3	1500	8.7
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	-	-	-	-
6 OTHER	1	4.3	175	1.0
TOTAL	23	100.0	17195	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	18	78.3	15768	91.7
1 EMPLOYER PROGRAM	2	8.7	740	4.3
2 UNION PROGRAM	-	-	-	-
3 JOINT EMPLOYER-UNION PROGRAM	-	-	-	-
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	-	-	-	-
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	2	8.7	512	3.0
6 OTHER	1	4.3	175	1.0
TOTAL	23	100.0	17195	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	17	73.9	14789	86.0
1 UNION-MANAGEMENT CONSULTATION ONLY	1	4.3	315	1.8
2 ARBITRATION OF WAGE RATE	5	21.7	2091	12.2
3 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS				
FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	3	13.0	1385	8.1
1 WAGE INCREASE EVERY SIX MONTHS	3	13.0	2700	15.7
2 WAGE INCREASE YEARLY	10	43.5	7015	40.8
3 IRREGULARLY SCHEDULED WAGE INCREASES	6	26.1	5695	33.1
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	1	4.3	400	2.3
TOTAL	23	100.0	17195	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	23	100.0	17195	100.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	-	-	-	-
3 COST-OF-LIVING ALLOWANCE CLAUSE	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	10	43.5	6070	35.3
1 SEVERANCE PAY	13	56.5	11125	64.7
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	13	56.5	13724	79.8
1 LESS THAN 1 YEAR	–	–	–	–
2 1 YEAR	4	17.4	2409	14.0
3 2 YEARS	1	4.3	175	1.0
4 3 YEARS	–	–	–	–
5 5 YEARS	1	4.3	140	0.8
6 10 YEARS	–	–	–	–
7 OTHER	4	17.4	747	4.3
TOTAL	23	100.0	17195	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	9	39.1	5724	33.3
1 1 DAY'S PAY PER YEAR OF SERVICE	1	4.3	100	0.6
2 1 WEEK'S PAY PER YEAR OF SERVICE	–	–	–	–
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	1	4.3	175	1.0
4 VARIES ACCORDING TO LENGTH OF SERVICE	4	17.4	4909	28.5
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	–	–	–	–
6 OTHER	8	34.8	6287	36.6
TOTAL	23	100.0	17195	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	14	60.9	11324	65.9
1 LESS THAN 20 WEEKS' PAY	1	4.3	166	1.0
2 20 WEEKS' PAY	2	8.7	4620	26.9
3 26 WEEKS' PAY	–	–	–	–
4 30 WEEKS' PAY	–	–	–	–
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	2	8.7	315	1.8
6 1 YEAR'S PAY OR MORE	–	–	–	–
7 NO MAXIMUM	2	8.7	224	1.3
8 OTHER	2	8.7	546	3.2
TOTAL	23	100.0	17195	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			–	–
1 6 HOURS			–	–
2 7 HOURS			–	–
3 7 1/2 HOURS			1135	6.8
4 8 HOURS			14679	88.2
5 9 HOURS			–	–
6 10 HOURS			–	–
7 FLEXIBLE WORK HOURS			–	–
8 OTHER			823	4.9
TOTAL			16637	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			–	–
1 6 HOURS			–	–
2 7 HOURS			–	–
3 7 1/2 HOURS			20	3.6
4 8 HOURS			111	19.9
5 9 HOURS			–	–
6 10 HOURS			–	–
7 FLEXIBLE WORK HOURS			–	–
8 OTHER			427	76.5
TOTAL			558	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			100	0.6
3 5 DAYS			13605	81.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			2000	12.0
7 OTHER			932	5.6
TOTAL			16637	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			-	-
3 5 DAYS			131	23.5
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			427	76.5
TOTAL			558	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 32 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			926	5.6
4 40 HOURS			14679	88.2
5 OTHER			1032	6.2
TOTAL			16637	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 32 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			20	3.6
4 40 HOURS			111	19.9
5 OTHER			427	76.5
TOTAL			558	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	3	13.0	1466	8.5
1 2 DAYS (CONSECUTIVE)	14	60.9	13535	78.7
2 2 DAYS (NOT CONSECUTIVE)	1	4.3	600	3.5
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	1	4.3	100	0.6
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	4	17.4	1494	8.7
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	18	78.3	11479	66.8
1 3 HOURS' PAY	-	-	-	-
2 4 HOURS' PAY	4	17.4	5550	32.3
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	1	4.3	166	1.0
TOTAL	23	100.0	17195	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	22	95.7	17029	99.0
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	1	4.3	166	1.0
TOTAL	23	100.0	17195	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	2	8.7	1950	11.3
1 ONE 10 MINUTE BREAK	-	-	-	-
2 TWO 10 MINUTE BREAKS	6	26.1	4165	24.2
3 TWO 15 MINUTE BREAKS	11	47.8	7545	43.9
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	4	17.4	3535	20.6
TOTAL	23	100.0	17195	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	12	52.2	10135	58.9
1 LESS THAN 1 FULL DAY	-	-	-	-
2 1 DAY (24 HOURS)	3	13.0	420	2.4
3 48 HOURS	8	34.8	6640	38.6
4 72 HOURS	-	-	-	-
5 1 WEEK	-	-	-	-
6 2 WEEKS OR MORE	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	23	100.0	17195	100.0
1 PROVISION	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	22	95.7	17029	99.0
1 PROVISION	1	4.3	166	1.0
TOTAL	23	100.0	17195	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	23	100.0	17195	100.0
1 PROVISION	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	20	87.0	16375	95.2
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	1	4.3	100	0.6
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	1	4.3	600	3.5
6 OTHER	1	4.3	120	0.7
TOTAL	23	100.0	17195	100.0
SECTION 8 - OVERTIME AND PREMIUM PAY				
FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	3	13.0	2735	15.9
1 1 1/2 X FOR 1 HOUR, THEN 2 X	1	4.3	315	1.8
2 1 1/2 X FOR 2 HOURS, THEN 2 X	7	30.4	7026	40.9
3 1 1/2 X FOR 3 HOURS, THEN 2 X	2	8.7	1209	7.0
4 1 1/2 X FOR 4 HOURS, THEN 2 X	1	4.3	346	2.0
5 1 1/2 X FOR 8 HOURS, THEN 2 X	-	-	-	-
6 2 X	7	30.4	4414	25.7
7 OTHER	2	8.7	1150	6.7
TOTAL	23	100.0	17195	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	4	17.4	3981	23.2
1 1 1/2 X FOR 1 HOUR, THEN 2 X	1	4.3	315	1.8
2 1 1/2 X FOR 2 HOURS, THEN 2 X	4	17.4	906	5.3
3 1 1/2 X FOR 3 HOURS, THEN 2 X	1	4.3	209	1.2
4 1 1/2 X FOR 4 HOURS, THEN 2 X	1	4.3	600	3.5
5 1 1/2 X FOR 8 HOURS, THEN 2 X	3	13.0	5620	32.7
6 2 X	7	30.4	4414	25.7
7 OTHER	2	8.7	1150	6.7
TOTAL	23	100.0	17195	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	1	4.3	1000	5.8
1 1 1/2 X	2	8.7	466	2.7
2 1 1/2 X FOR 1 HOUR, THEN 2 X	1	4.3	200	1.2
3 1 1/2 X FOR 2 HOURS, THEN 2 X	3	13.0	4806	27.9
4 1 1/2 X FOR 3 HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR 4 HOURS, THEN 2 X	2	8.7	809	4.7
6 2 X	11	47.8	8364	48.6
7 OTHER	3	13.0	1550	9.0
TOTAL	23	100.0	17195	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	1	4.3	1000	5.8
1 1 1/2 X	2	8.7	746	4.3
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	1	4.3	4500	26.2
4 1 1/2 X FOR 4 HOURS, THEN 2 X	1	4.3	209	1.2
5 2 X	16	69.6	9590	55.8
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	2	8.7	1150	6.7
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	8	34.8	7411	43.1
1 PAY ONLY	10	43.5	7109	41.3
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	5	21.7	2675	15.6
4 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	13	56.5	9345	54.3
1 RIGHT TO REFUSE OVERTIME	9	39.1	7450	43.3
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	1	4.3	400	2.3
TOTAL	23	100.0	17195	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	19	82.6	16534	96.2
1 PROVISION	4	17.4	661	3.8
TOTAL	23	100.0	17195	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	16	69.6	10560	61.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	5	21.7	5635	32.8
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	1	4.3	600	3.5
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 OTHER	1	4.3	400	2.3
TOTAL	23	100.0	17195	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	16	69.6	6460	37.6
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	4	17.4	5289	30.8
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	3	13.0	5446	31.7
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	11	47.8	5385	31.3
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	2	8.7	1666	9.7
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	6	26.1	8989	52.3
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	2	8.7	915	5.3
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	1	4.3	140	0.8
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	1	4.3	100	0.6
TOTAL	23	100.0	17195	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	13	56.5	7004	40.7
1 ON OVERTIME, CALL-IN, HOLIDAY ETC.	5	21.7	5986	34.8
2 ON DESIGNATED SHIFTS	3	13.0	3340	19.4
3 1 AND 2	1	4.3	315	1.8
4 OTHER	1	4.3	550	3.2
TOTAL	23	100.0	17195	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	12	52.2	6894	40.1
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	-	-	-	-
4 $4.00 TO $4.99	1	4.3	166	1.0
5 $5.00 AND MORE	4	17.4	5760	33.5
6 MEAL PROVIDED	5	21.7	4200	24.4
7 OTHER	1	4.3	175	1.0
TOTAL	23	100.0	17195	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	20	87.0	16255	94.5
1 1 1/2 X	1	4.3	600	3.5
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	8.7	340	2.0
TOTAL	23	100.0	17195	100.0
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	21	91.3	15995	93.0
1 PROVISION	2	8.7	1200	7.0
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	21	91.3	15995	93.0
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	2	8.7	1200	7.0
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	14	60.9	10514	61.1
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 50 CENTS PER HOUR	2	8.7	540	3.1
5 MORE THAN 50 CENTS PER HOUR	5	21.7	5741	33.4
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	2	8.7	400	2.3
TOTAL	23	100.0	17195	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	12	52.2	9755	56.7
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	1	4.3	550	3.2
4 30 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 75 CENTS PER HOUR	5	21.7	1695	9.9
6 MORE THAN 75 CENTS PER HOUR	3	13.0	4795	27.9
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 1 HOUR'S PAY PER SHIFT	-	-	-	-
9 2 HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	2	8.7	400	2.3
TOTAL	23	100.0	17195	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	13	56.5	6075	35.3
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 50 CENTS PER HOUR	-	-	-	-
5 MORE THAN 50 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	3	13.0	3335	19.4
7 FLAT AMOUNT PER SHIFT	1	4.3	315	1.8
8 SPLIT SHIFT PROHIBITED	2	8.7	750	4.4
9 OTHER	4	17.4	6720	39.1
TOTAL	23	100.0	17195	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	-	-	-	-
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	8	34.8	4095	23.8
4 11 DAYS	14	60.9	12150	70.7
5 12 DAYS	-	-	-	-
6 13 DAYS	-	-	-	-
7 14 DAYS	-	-	-	-
8 OTHER	1	4.3	950	5.5
TOTAL	23	100.0	17195	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	5	21.7	2014	11.7
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	8	34.8	6751	39.3
2 MINIMUM LENGTH OF SERVICE	4	17.4	7346	42.7
3 1 AND 2	5	21.7	964	5.6
4 OTHER	1	4.3	120	0.7
TOTAL	23	100.0	17195	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	12	52.2	6765	39.3
1 LESS THAN 1 MONTH	-	-	-	-
2 1 MONTH	9	39.1	8084	47.0
3 2 MONTHS	-	-	-	-
4 3 MONTHS	-	-	-	-
5 MORE THAN 3 MONTHS	-	-	-	-
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	4.3	2000	11.6
7 OTHER	1	4.3	346	2.0
TOTAL	23	100.0	17195	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	4.3	950	5.5
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	1	4.3	315	1.8
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	10	43.5	10014	58.2
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	8	34.8	2116	12.3
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	-	-	-	-
5 OTHER	3	13.0	3800	22.1
TOTAL	23	100.0	17195	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	5	21.7	6116	35.6
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	7	30.4	1988	11.6
2 AN EXTRA DAY'S PAY	6	26.1	6635	38.6
3 EITHER 1 OR 2	1	4.3	166	1.0
4 OTHER	4	17.4	2290	13.3
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	9	39.1	8240	47.9
1 ANOTHER PAID DAY OFF	10	43.5	6789	39.5
2 ANOTHER DAY'S PAY	1	4.3	200	1.2
3 EITHER 1 OR 2	3	13.0	1966	11.4
4 NOT GRANTED	-	-	-	-
TOTAL	23	100.0	17195	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	3	13.0	2600	15.1
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 1 WEEK AFTER 6 MONTHS	1	4.3	200	1.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	8	34.8	2275	13.2
4 OTHER	11	47.8	12120	70.5
TOTAL	23	100.0	17195	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	4.3	950	5.5
1 2 WEEKS	-	-	-	-
2 3 WEEKS	-	-	-	-
3 4 WEEKS	1	4.3	1000	5.8
4 5 WEEKS	8	34.8	6785	39.5
5 6 WEEKS	8	34.8	3141	18.3
6 7 WEEKS	4	17.4	5110	29.7
7 OTHER	1	4.3	209	1.2
TOTAL	23	100.0	17195	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	1	4.3	950	5.5
1 YEAR OF SERVICE	2	8.7	809	4.7
2 YEARS	2	8.7	500	2.9
3 YEARS	13	56.5	13585	79.0
4 YEARS	5	21.7	1351	7.9
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	-	-	-	-
12 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-04 PAID VACATION - 4 WEEKS				
0 NO PROVISION	1	4.3	950	5.5
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	1	4.3	100	0.6
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	6	26.1	5844	34.0
8 YEARS	7	30.4	6685	38.9
9 YEARS	5	21.7	1570	9.1
10 YEARS	3	13.0	2046	11.9
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 10-05 PAID VACATION - 5 WEEKS				
0 NO PROVISION	2	8.7	1950	11.3
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	5	21.7	5104	29.7
14 YEARS	1	4.3	166	1.0
15 YEARS	3	13.0	686	4.0
16 YEARS	1	4.3	89	0.5
17 YEARS	2	8.7	915	5.3
18 YEARS	1	4.3	200	1.2
19 YEARS	-	-	-	-
20 YEARS	8	34.8	8085	47.0
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-06 PAID VACATION - 6 WEEKS				
0 NO PROVISION	10	43.5	8735	50.8
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	4	17.4	5004	29.1
19 YEARS	-	-	-	-
20 YEARS	2	8.7	446	2.6
21 YEARS	-	-	-	-
22 YEARS	2	8.7	255	1.5
23 YEARS	1	4.3	140	0.8
24 YEARS	-	-	-	-
25 YEARS	2	8.7	800	4.7
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	1	4.3	315	1.8
29 YEARS	-	-	-	-
30 YEARS	1	4.3	1500	8.7
TOTAL	23	100.0	17195	100.0
FIELD 10-07 PAID VACATION - 7 WEEKS				
0 NO PROVISION	18	78.3	11876	69.1
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	4	17.4	5004	29.1
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	1	4.3	315	1.8
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	2	8.7	1296	7.5
1 REGULAR PAY	3	13.0	1100	6.4
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	11	47.8	9409	54.7
3 1 OR 2, WHICHEVER IS GREATER	7	30.4	5390	31.3
4 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	22	95.7	16995	98.8
1 WITH LIMITATIONS	-	-	-	-
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	1	4.3	200	1.2
4 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	22	95.7	16595	96.5
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	1	4.3	600	3.5
3 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	3	13.0	1496	8.7
1 1 DAY	-	-	-	-
2 2 DAYS	1	4.3	1000	5.8
3 3 DAYS	15	65.2	9813	57.1
4 4 DAYS	-	-	-	-
5 5 DAYS	2	8.7	4620	26.9
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	2	8.7	266	1.5
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	3	13.0	1496	8.7
1 PROVISION FOR FULL REGULAR PAY	20	87.0	15699	91.3
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	5	21.7	4496	26.1
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	15	65.2	11940	69.4
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	3	13.0	759	4.4
4 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	22	95.7	17106	99.5
1 1 DAY	–	–	–	–
2 2 DAYS	–	–	–	–
3 3 DAYS	–	–	–	–
4 5 DAYS	1	4.3	89	0.5
5 OTHER	–	–	–	–
TOTAL	23	100.0	17195	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	21	91.3	16897	98.3
1 1 MONTHS' SERVICE	1	4.3	89	0.5
2 2 TO 6 MONTHS' SERVICE	1	4.3	209	1.2
3 MORE THAN 6 MONTHS	–	–	–	–
TOTAL	23	100.0	17195	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	11	47.8	7986	46.4
1 16 WEEKS	–	–	–	–
2 18 WEEKS	3	13.0	2300	13.4
3 19 - 25 WEEKS	3	13.0	4764	27.7
4 26 WEEKS	1	4.3	100	0.6
5 27 - 52 WEEKS	–	–	–	–
6 OTHER	5	21.7	2045	11.9
TOTAL	23	100.0	17195	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	18	78.3	10370	60.3
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	3	13.0	5225	30.4
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	–	–	–	–
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	–	–	–	–
4 OTHER	2	8.7	1600	9.3
TOTAL	23	100.0	17195	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	19	82.6	12386	72.0
1 1 DAY	–	–	–	–
2 2 DAYS	3	13.0	4720	27.4
3 3 DAYS	–	–	–	–
4 OTHER	1	4.3	89	0.5
TOTAL	23	100.0	17195	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	19	82.6	11797	68.6
1 PROVISION EXISTS	4	17.4	5398	31.4
TOTAL	23	100.0	17195	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	21	91.3	13995	81.4
1 PROVISION	2	8.7	3200	18.6
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	22	95.7	17106	99.5
1 1 DAY	-	-	-	-
2 2 DAYS	1	4.3	89	0.5
3 3 DAYS	-	-	-	-
4 5 DAYS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
SECTION 12 - HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	2	8.7	1150	6.7
1 HEALTH AND WELFARE FUND	8	34.8	7425	43.2
2 SERIES OF PLANS	12	52.2	8274	48.1
3 OTHER	1	4.3	346	2.0
TOTAL	23	100.0	17195	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	14	60.9	9519	55.4
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 1 MONTH	-	-	-	-
3 3 MONTHS	2	8.7	4620	26.9
4 6 MONTHS	-	-	-	-
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	6	26.1	2741	15.9
7 OTHER	1	4.3	315	1.8
TOTAL	23	100.0	17195	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	15	65.2	9770	56.8
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	1	4.3	1000	5.8
4 30 - 39 CENTS PER HOUR	2	8.7	2550	14.8
5 40 - 49 CENTS PER HOUR	-	-	-	-
6 50 - 75 CENTS PER HOUR	4	17.4	3709	21.6
7 MORE THAN 75 CENTS PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	1	4.3	166	1.0
9 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	3	13.0	1496	8.7
1 100% OF PREMIUM	10	43.5	5940	34.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	8.7	1900	11.0
5 50% OF PREMIUM	1	4.3	600	3.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	7	30.4	7259	42.2
10 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	7	30.4	2896	16.8
1 100% OF PREMIUM	8	34.8	5490	31.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	4.3	1500	8.7
5 50% OF PREMIUM	1	4.3	600	3.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.3	300	1.7
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	13.0	3209	18.7
10 OTHER	2	8.7	3200	18.6
TOTAL	23	100.0	17195	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	9	39.1	6340	36.9
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	2	8.7	725	4.2
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	1	4.3	600	3.5
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	13.0	2040	11.9
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	8	34.8	7490	43.6
7 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	12	52.2	8380	48.7
1 LESS THAN 6 DAYS PER YEAR	4	17.4	2954	17.2
2 1/2 DAY PER MONTH - 6 DAYS PER YEAR	2	8.7	4675	27.2
3 1 DAY PER MONTH - 12 DAYS PER YEAR	1	4.3	200	1.2
4 1 1/4 DAYS PER MONTH - 15 DAYS PER YEAR	-	-	-	-
5 1 1/2 DAYS PER MONTH - 18 DAYS PER YEAR	-	-	-	-
6 1 2/3 DAYS PER MONTH- 20 DAYS PER YEAR	1	4.3	600	3.5
7 2 DAYS PER MONTH - 24 DAYS PER YEAR	-	-	-	-
8 OTHER	3	13.0	386	2.2
TOTAL	23	100.0	17195	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	15	65.2	11245	65.4
1 30 DAYS OR LESS	2	8.7	255	1.5
2 31 TO 90 DAYS	3	13.0	4875	28.4
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	1	4.3	600	3.5
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	2	8.7	220	1.3
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	17	73.9	11531	67.1
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	4.3	100	0.6
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	1	4.3	4500	26.2
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	2	8.7	289	1.7
4 COMBINATION	1	4.3	175	1.0
5 OTHER	1	4.3	600	3.5
TOTAL	23	100.0	17195	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	8	34.8	3944	22.9
1 100% OF PREMIUM	10	43.5	6151	35.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	8.7	1900	11.0
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	13.0	5200	30.2
9 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	12	52.2	9244	53.8
1 12 WEEKS OR LESS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	6	26.1	5424	31.5
4 39 WEEKS	1	4.3	200	1.2
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	8.7	481	2.8
8 OTHER	2	8.7	1846	10.7
TOTAL	23	100.0	17195	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	10	43.5	7144	41.5
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	-	-	-	-
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	1	4.3	400	2.3
5 MORE THAN $200 PER WEEK	-	-	-	-
6 PERCENTAGE OF EARNINGS	9	39.1	6990	40.7
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
8 VARIES ACCORDING TO EARNINGS	2	8.7	2346	13.6
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	4.3	315	1.8
10 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	17	73.9	11734	68.2
1 PROVISION	6	26.1	5461	31.8
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	6	26.1	4181	24.3
1 100% OF PREMIUM	8	34.8	5490	31.9
2 LESS THAN 100% BUT MORE THAN 75%	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50%	2	8.7	1900	11.0
5 50% OF PREMIUM	1	4.3	600	3.5
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.3	315	1.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	21.7	4709	27.4
9 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	8	34.8	7381	42.9
1 LESS THAN $ 5,000	-	-	-	-
2 $5,001 TO $10,000	2	8.7	1666	9.7
3 $10,001 TO $15,000	1	4.3	400	2.3
4 $15,001 TO $20,000	2	8.7	260	1.5
5 MORE THAN $20,000	1	4.3	200	1.2
6 VARIES ACCORDING TO EARNINGS	4	17.4	964	5.6
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	4.3	315	1.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	13.0	1509	8.8
9 OTHER	1	4.3	4500	26.2
TOTAL	23	100.0	17195	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	13	56.5	5720	33.3
1 100% OF PREMIUM	3	13.0	4866	28.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	8.7	1900	11.0
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	21.7	4709	27.4
10 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	60.9	10220	59.4
1 LESS THAN $5,000	-	-	-	-
2 $5,001 TO $10,000	2	8.7	1666	9.7
3 $10,001 TO $15,000	1	4.3	400	2.3
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	1	4.3	200	1.2
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	21.7	4709	27.4
9 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	4	17.4	1631	9.5
1 100% OF PREMIUM	6	26.1	5270	30.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	4.3	315	1.8
3 75% OF PREMIUM	–	–	–	–
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	8.7	1900	11.0
5 50% OF PREMIUM	2	8.7	700	4.1
6 FLAT AMOUNT	1	4.3	120	0.7
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	4.3	300	1.7
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	4	17.4	3759	21.9
9 OTHER	2	8.7	3200	18.6
TOTAL	23	100.0	17195	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	4	17.4	1631	9.5
1 BASIC (A)	1	4.3	315	1.8
2 BASIC AND EXTENDED (A AND B)	2	8.7	1640	9.5
3 BASIC AND ORTHODONTIC (A AND C)	–	–	–	–
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	5	21.7	1164	6.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	21.7	2986	17.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	21.7	4959	28.8
7 OTHER	1	4.3	4500	26.2
TOTAL	23	100.0	17195	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	12	52.2	4550	26.5
1 100% OF COST OF PLAN	2	8.7	4675	27.2
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	–	–	–	–
3 75% OF COST OF PLAN	–	–	–	–
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	–	–	–	–
5 50% OF COST OF PLAN	–	–	–	–
6 FLAT AMOUNT	1	4.3	120	0.7
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	2	8.7	750	4.4
8 OTHER	6	26.1	7100	41.3
TOTAL	23	100.0	17195	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	13	56.5	6465	37.6
1 UNION	6	26.1	10175	59.2
2 MANAGEMENT	1	4.3	100	0.6
3 JOINT UNION-MANAGEMENT ADMINISTRATION	2	8.7	320	1.9
4 ADMINISTERED BY SEPARATE TRUSTEES	–	–	–	–
5 OTHER	1	4.3	135	0.8
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	1	4.3	1500	8.7
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	6	26.1	3695	21.5
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	6	26.1	3199	18.6
4 BY UNION REPRESENTATIVE	-	-	-	-
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	9	39.1	8601	50.0
7 CHOICE OF SEVERAL PROCEDURES	-	-	-	-
8 OTHER	1	4.3	200	1.2
TOTAL	23	100.0	17195	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	6	26.1	6625	38.5
1 72 HOURS OR LESS	2	8.7	435	2.5
2 5 DAYS	2	8.7	240	1.4
3 1 WEEK	4	17.4	2424	14.1
4 10 DAYS	6	26.1	6185	36.0
5 2 WEEKS	-	-	-	-
6 3 WEEKS	-	-	-	-
7 1 MONTH	2	8.7	1166	6.8
8 2 MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	4.3	120	0.7
10 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	14	60.9	13780	80.1
1 PROVISION	9	39.1	3415	19.9
TOTAL	23	100.0	17195	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	20	87.0	16390	95.3
1 PROVISION	3	13.0	805	4.7
TOTAL	23	100.0	17195	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	4.3	950	5.5
1 SINGLE ARBITRATOR	1	4.3	315	1.8
2 PERMANENT UMPIRE (NAMED)	1	4.3	200	1.2
3 TRIPARTITE BOARD	14	60.9	12455	72.4
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	6	26.1	3275	19.0
6 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	19	82.6	15154	88.1
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	4	17.4	2041	11.9
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 14 - MISCELLANEOUS PROVISIONS				
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	18	78.3	12055	70.1
1 PROVISION	5	21.7	5140	29.9
TOTAL	23	100.0	17195	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	11	47.8	11920	69.3
1 JOINT SAFETY COMMITTEE	6	26.1	3023	17.6
2 SAFETY CLOTHING OR EQUIPMENT	1	4.3	400	2.3
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	2	8.7	1346	7.8
4 1 AND 2	1	4.3	200	1.2
5 1 AND 3	-	-	-	-
6 2 AND 3	1	4.3	166	1.0
7 1, 2 AND 3	1	4.3	140	0.8
8 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	16	69.6	14782	86.0
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	7	30.4	2413	14.0
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	16	69.6	14782	86.0
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	7	30.4	2413	14.0
2 PROVISION FOR PAY OF SAFETY COMMITTEE	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	18	78.3	11540	67.1
1 APPRENTICESHIP	2	8.7	600	3.5
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	3	13.0	5055	29.4
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	23	100.0	17195	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	22	95.7	17020	99.0
1 PROVISION	1	4.3	175	1.0
TOTAL	23	100.0	17195	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	23	100.0	17195	100.0
1 PROVISION				
TOTAL	23	100.0	17195	100.0
FIELD 14-08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	2	8.7	1550	9.0
1 PROVISION	21	91.3	15645	91.0
TOTAL	23	100.0	17195	100.0
FIELD 14-09 TOOL ALLOWANCE				
0 NO PROVISION	20	87.0	12240	71.2
1 PROVISION	3	13.0	4955	28.8
TOTAL	23	100.0	17195	100.0

PART IId:
OTHER INDUSTRIES

(36 agreements covering 36,738 employees)

Mining
Transportation
Communication & Other Utilities

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	27	75.0	12695	34.6
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	3	8.3	5050	13.7
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	4	11.1	18670	50.8
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	2.8	173	0.5
4 MULTI-UNION AND SINGLE EMPLOYER	1	2.8	150	0.4
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	2.8	53	0.1
1 100 - 199 EMPLOYEES	10	27.8	1397	3.8
2 200 - 499 EMPLOYEES	10	27.8	3327	9.1
3 500 - 999 EMPLOYEES	8	22.2	5555	15.1
4 1000 - 4999 EMPLOYEES	6	16.7	15406	41.9
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	2.8	11000	29.9
TOTAL	36	100.0	36738	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	24	66.7	16498	44.9
1 FEDERAL	12	33.3	20240	55.1
TOTAL	36	100.0	36738	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	1	2.8	385	1.0
1 1 YEAR	2	5.6	603	1.6
2 MORE THAN 1 YEAR, LESS THAN 2	2	5.6	1160	3.2
3 2 YEARS	27	75.0	22876	62.3
4 MORE THAN 2 YEARS, LESS THAN 3	1	2.8	140	0.4
5 3 YEARS	2	5.6	11100	30.2
6 MORE THAN 3 YEARS	-	-	-	-
7 OTHER	1	2.8	474	1.3
TOTAL	36	100.0	36738	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	-	-	-	-
3 1ST HALF OF 1981	3	8.3	1540	4.2
4 2ND HALF OF 1981	6	16.7	5254	14.3
5 1ST HALF OF 1982	9	25.0	10691	29.1
6 2ND HALF OF 1982	11	30.6	16108	43.8
7 LATER THAN 1982	7	19.4	3145	8.6
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-66 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	4	11.1	1171	3.2
1 CAPITAL REGION	-	-	-	-
2 FRASER VALLEY	-	-	-	-
3 COAST	2	5.6	410	1.1
4 OKANAGAN CARIBOO	6	16.7	2379	6.5
5 KOOTENAY	7	19.4	8471	23.1
6 NORTH	4	11.1	1439	3.9
7 TWO OR MORE REGIONS	7	19.4	18929	51.5
8 INTER-PROVINCIAL	6	16.7	3939	10.7
TOTAL	36	100.0	36738	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	7	19.4	16691	45.4
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	13	36.1	5506	15.0
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	10	27.8	7717	21.0
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	6	16.7	6824	18.6
4 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	10	27.8	5265	14.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	4	11.1	980	2.7
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	9	25.0	7434	20.2
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	2.8	53	0.1
6 OTHER	12	33.3	23006	62.6
TOTAL	36	100.0	36738	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	5	13.9	7380	20.1
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	15	41.7	10918	29.7
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	7	19.4	2700	7.3
4 RAND FORMULA	4	11.1	2484	6.8
5 MAINTENANCE OF MEMBERSHIP	3	8.3	11958	32.5
6 SLOAN FORMULA	-	-	-	-
7 OTHER	2	5.6	1298	3.5
TOTAL	36	100.0	36738	100.0
FIELD 2-04 UNION DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	16	44.4	11242	30.6
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	15	41.7	18116	49.3
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	3	8.3	6063	16.5
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	2	5.6	1317	3.6
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	24	66.7	18591	50.6
1 CROSS PICKET LINES	6	16.7	11796	32.1
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	6	16.7	6351	17.3
5 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	2	5.6	13600	37.0
1 UNION HIRING HALL	1	2.8	550	1.5
2 EMPLOYER (PLANT, BARGAINING UNIT)	11	30.6	4359	11.9
3 DEPARTMENT (BRANCH, DIVISION)	1	2.8	3600	9.8
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	14	38.9	9798	26.7
6 EMPLOYER AND CRAFT	2	5.6	1006	2.7
7 COMBINATION OF THE ABOVE	3	8.3	1795	4.9
8 OTHER	2	5.6	2030	5.5
TOTAL	36	100.0	36738	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	3	8.3	1620	4.4
1 1 CALENDAR MONTH	3	8.3	4148	11.3
2 2 CALENDAR MONTHS	2	5.6	4748	12.9
3 3 CALENDAR MONTHS	4	11.1	919	2.5
4 6 CALENDAR MONTHS	4	11.1	3897	10.6
5 30 WORKING DAYS	2	5.6	744	2.0
6 45 WORKING DAYS	2	5.6	1185	3.2
7 60 WORKING DAYS	-	-	-	-
8 240 WORKING HOURS	-	-	-	-
9 OTHER	16	44.4	19477	53.0
TOTAL	36	100.0	36738	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	4	11.1	13125	35.7
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	15	41.7	10722	29.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	13	36.1	8924	24.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	8.3	3167	8.6
5 OTHER	1	2.8	800	2.2
TOTAL	36	100.0	36738	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	4	11.1	4006	10.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	19	52.8	23562	64.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	9	25.0	2750	7.5
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	5.6	5470	14.9
5 OTHER	2	5.6	950	2.6
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3=05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	14	38.9	12089	32.9
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	5	13.9	6619	18.0
3 72 HOURS	1	2.8	160	0.4
4 1 WEEK	1	2.8	474	1.3
5 2 WEEKS	5	13.9	2431	6.6
6 1 MONTH	3	8.3	11725	31.9
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	2.8	101	0.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	1	2.8	1870	5.1
9 OTHER	5	13.9	1269	3.5
TOTAL	36	100.0	36738	100.0
FIELD 3=06 RECALL PROCEDURE				
0 NO PROVISION	1	2.8	150	0.4
1 STRAIGHT SENIORITY	5	13.9	5876	16.0
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	20	55.6	23937	65.2
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	19.4	2225	6.1
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	5.6	3750	10.2
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	2.8	800	2.2
TOTAL	36	100.0	36738	100.0
FIELD 3=07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	2	5.6	664	1.8
1 FAILURE TO REPORT WHEN NOTIFIED	2	5.6	1370	3.7
2 AFTER A SPECIFIED PERIOD OFF WORK	1	2.8	600	1.6
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	31	86.1	34104	92.8
TOTAL	36	100.0	36738	100.0
FIELD 3=08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	3	8.3	1214	3.3
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	4	11.1	6743	18.4
3 1 YEAR	10	27.8	15809	43.0
4 2 YEARS	1	2.8	2600	7.1
5 GRADUATED BY LENGTH OF SERVICE	14	38.9	7849	21.4
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	4	11.1	2523	6.9
TOTAL	36	100.0	36738	100.0
FIELD 3=09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	20	55.6	26929	73.3
1 UP TO 1 YEAR	7	19.4	1763	4.8
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	-	-	-	-
3 GREATER THAN 2 YEARS	2	5.6	1317	3.6
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	2	5.6	510	1.4
5 OTHER	5	13.9	6219	16.9
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	22	61.1	22233	60.5
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	10	27.8	12768	34.8
3 SENIORITY RETAINED INDEFINITELY	3	8.3	1223	3.3
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	2.8	514	1.4
5 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	25	69.4	13960	38.0
1 FOR UNION OFFICIALS	5	13.9	9315	25.4
2 SPECIAL SKILLS, APPRENTICES, ETC.	1	2.8	11000	29.9
3 1 AND 2	5	13.9	2463	6.7
4 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	4	11.1	5870	16.0
1 PROVISION	32	88.9	30868	84.0
TOTAL	36	100.0	36738	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	21	58.3	23664	64.4
1 OLDER WORKERS	1	2.8	1870	5.1
2 DISABLED WORKERS	11	30.6	5925	16.1
3 BOTH OLDER AND DISABLED WORKERS	3	8.3	5279	14.4
TOTAL	36	100.0	36738	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	29	80.6	27041	73.6
1 PROVISION	7	19.4	9697	26.4
TOTAL	36	100.0	36738	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	34	94.4	35761	97.3
1 PROVISION	2	5.6	977	2.7
TOTAL	36	100.0	36738	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	35	97.2	36581	99.6
1 PROVISION	1	2.8	157	0.4
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	14	38.9	19905	54.2
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	21	58.3	16265	44.3
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	1	2.8	568	1.5
TOTAL	36	100.0	36738	100.0
FIELD 4-07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	30	83.3	31240	85.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.8	106	0.3
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	5.6	3700	10.1
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	5.6	1317	3.6
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	1	2.8	375	1.0
TOTAL	36	100.0	36738	100.0
FIELD 4-08 MOONLIGHTING				
0 NO PROVISION	30	83.3	28983	78.9
1 PROHIBITED	4	11.1	7395	20.1
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	2	5.6	360	1.0
3 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	15	41.7	13927	37.9
1 LESS THAN 3 MONTHS	8	22.2	5322	14.5
2 3 MONTHS	4	11.1	1778	4.8
3 6 MONTHS	1	2.8	101	0.3
4 MORE THAN 6 MONTHS	1	2.8	11000	29.9
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	6	16.7	2010	5.5
6 OTHER	1	2.8	2600	7.1
TOTAL	36	100.0	36738	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	27	75.0	27659	75.3
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	5.6	535	1.5
2 CONSULTATION - DETAILS NOT SPECIFIED	7	19.4	8544	23.3
3 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	32	88.9	32554	88.6
1 PROVISION	4	11.1	4184	11.4
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	16	44.4	24222	65.9
1 STRAIGHT LAYOFF	1	2.8	3600	9.8
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	17	47.2	7958	21.7
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	-	-	-	-
4 WORK FORCE REDUCED THROUGH ATTRITION	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 3 AND 4	-	-	-	-
8 COMBINATION OF 2, 3 AND 4	-	-	-	-
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
10 OTHER	2	5.6	958	2.6
TOTAL	36	100.0	36738	100.0
FIELD 5=05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	26	72.2	34241	93.2
1 LESS THAN 1 YEAR	1	2.8	160	0.4
2 1 YEAR	2	5.6	700	1.9
3 2 YEARS	1	2.8	324	0.9
4 3 YEARS	4	11.1	788	2.1
5 4 YEARS	-	-	-	-
6 5 YEARS	2	5.6	525	1.4
7 10 YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 5=06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	19	52.8	29272	79.7
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	1	2.8	2600	7.1
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	5.6	657	1.8
4 VARIES ACCORDING TO LENGTH OF SERVICE	1	2.8	215	0.6
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	3	8.3	1374	3.7
6 OTHER	10	27.8	2620	7.1
TOTAL	36	100.0	36738	100.0
FIELD 5=07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	28	77.8	34600	94.2
1 LESS THAN 20 WEEKS' PAY	2	5.6	973	2.6
2 20 WEEKS' PAY	-	-	-	-
3 26 WEEKS' PAY	-	-	-	-
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	-	-	-	-
6 1 YEAR'S PAY OR MORE	1	2.8	140	0.4
7 NO MAXIMUM	4	11.1	875	2.4
8 OTHER	1	2.8	150	0.4
TOTAL	36	100.0	36738	100.0
FIELD 5=08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	34	94.4	36428	99.2
1 LESS THAN 3 MONTHS	-	-	-	-
2 3 MONTHS	2	5.6	310	0.8
3 6 MONTHS	-	-	-	-
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
6 BY LENGTH OF SERVICE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	15	41.7	9726	26.5
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	13	36.1	6964	19.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	2.8	568	1.5
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	6	16.7	14785	40.2
6 OTHER	1	2.8	4695	12.8
TOTAL	36	100.0	36738	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	17	47.2	14905	40.6
1 EMPLOYER PROGRAM	7	19.4	1810	4.9
2 UNION PROGRAM	-	-	-	-
3 JOINT EMPLOYER-UNION PROGRAM	-	-	-	-
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	2	5.6	3773	10.3
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	10	27.8	16250	44.2
6 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	18	50.0	25397	69.1
1 UNION-MANAGEMENT CONSULTATION ONLY	5	13.9	4235	11.5
2 ARBITRATION OF WAGE RATE	13	36.1	7106	19.3
3 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	1	2.8	53	0.1
1 WAGE INCREASE EVERY SIX MONTHS	2	5.6	321	0.9
2 WAGE INCREASE YEARLY	19	52.8	19866	54.1
3 IRREGULARLY SCHEDULED WAGE INCREASES	12	33.3	15953	43.4
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	2	5.6	545	1.5
TOTAL	36	100.0	36738	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	18	50.0	21475	58.5
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	2	5.6	535	1.5
3 COST-OF-LIVING ALLOWANCE CLAUSE	16	44.4	14728	40.1
4 COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	23	63.9	29853	81.3
1 SEVERANCE PAY	13	36.1	6885	18.7
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	27	75.0	32158	87.5
1 LESS THAN 1 YEAR	1	2.8	150	0.4
2 1 YEAR	5	13.9	3384	9.2
3 2 YEARS	1	2.8	820	2.2
4 3 YEARS	1	2.8	173	0.5
5 5 YEARS	1	2.8	53	0.1
6 10 YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	23	63.9	29853	81.3
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	3	8.3	2044	5.6
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	2	5.6	226	0.6
4 VARIES ACCORDING TO LENGTH OF SERVICE	1	2.8	1870	5.1
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	1	2.8	140	0.4
6 OTHER	6	16.7	2605	7.1
TOTAL	36	100.0	36738	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	25	69.4	30498	83.0
1 LESS THAN 20 WEEKS' PAY	3	8.3	1833	5.0
2 20 WEEKS' PAY	2	5.6	2194	6.0
3 26 WEEKS' PAY	-	-	-	-
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	1	2.8	820	2.2
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	4	11.1	1243	3.4
8 OTHER	1	2.8	150	0.4
TOTAL	36	100.0	36738	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 6 HOURS			-	-
2 7 HOURS			-	-
3 7 1/2 HOURS			4214	13.4
4 8 HOURS			17535	55.7
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			9717	30.9
TOTAL			31466	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 6 HOURS			-	-
2 7 HOURS			3500	66.4
3 7 1/2 HOURS			1652	31.3
4 8 HOURS			120	2.3
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			-	-
TOTAL			5272	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			-	-
3 5 DAYS			21499	68.3
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			250	0.8
7 OTHER			9717	30.9
TOTAL			31466	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			-	-
3 5 DAYS			1772	33.6
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			3500	66.4
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			5272	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			250	0.8
1 32 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			4214	13.4
4 40 HOURS			17285	54.9
5 OTHER			9717	30.9
TOTAL			31466	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 32 HOURS			-	-
2 35 HOURS			101	1.9
3 37 1/2 HOURS			1551	29.4
4 40 HOURS			120	2.3
5 OTHER			3500	66.4
TOTAL			5272	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	2	5.6	510	1.4
1 2 DAYS (CONSECUTIVE)	27	75.0	22090	60.1
2 2 DAYS (NOT CONSECUTIVE)	-	-	-	-
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	-	-	-	-
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	2.8	600	1.6
7 OTHER	6	16.7	13538	36.9
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	15	41.7	24782	67.5
1 3 HOURS' PAY	1	2.8	385	1.0
2 4 HOURS' PAY	15	41.7	6514	17.7
3 FULL SHIFT'S PAY	4	11.1	4254	11.6
4 OTHER	1	2.8	803	2.2
TOTAL	36	100.0	36738	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	30	83.3	33726	91.8
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	4	11.1	707	1.9
3 OTHER	2	5.6	2303	6.3
TOTAL	36	100.0	36738	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	14	38.9	13178	35.9
1 ONE 10 MINUTE BREAK	-	-	-	-
2 TWO 10 MINUTE BREAKS	4	11.1	4130	11.2
3 TWO 15 MINUTE BREAKS	10	27.8	6013	16.4
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	1	2.8	11000	29.9
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	6	16.7	1867	5.1
6 OTHER	1	2.8	550	1.5
TOTAL	36	100.0	36738	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	17	47.2	21001	57.2
1 LESS THAN 1 FULL DAY	1	2.8	550	1.5
2 1 DAY (24 HOURS)	7	19.4	1873	5.1
3 48 HOURS	4	11.1	1520	4.1
4 72 HOURS	2	5.6	2194	6.0
5 1 WEEK	1	2.8	385	1.0
6 2 WEEKS OR MORE	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	2.8	820	2.2
8 OTHER	3	8.3	8395	22.9
TOTAL	36	100.0	36738	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	26	72.2	29971	81.6
1 PROVISION	10	27.8	6767	18.4
TOTAL	36	100.0	36738	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	29	80.6	34290	93.3
1 PROVISION	7	19.4	2448	6.7
TOTAL	36	100.0	36738	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	35	97.2	33138	90.2
1 PROVISION	1	2.8	3600	9.8
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	29	80.6	33680	91.7
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	2	5.6	257	0.7
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	2	5.6	950	2.6
5 UNDER STUDY	1	2.8	250	0.7
6 OTHER	2	5.6	1601	4.4
TOTAL	36	100.0	36738	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	1	2.8	150	0.4
1 1 1/2 X FOR 1 HOUR, THEN 2 X	1	2.8	106	0.3
2 1 1/2 X FOR 2 HOURS, THEN 2 X	16	44.4	12429	33.8
3 1 1/2 X FOR 3 HOURS, THEN 2 X	5	13.9	2070	5.6
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	5.6	734	2.0
5 1 1/2 X FOR 8 HOURS, THEN 2 X	1	2.8	4695	12.8
6 2 X	4	11.1	2371	6.5
7 OTHER	6	16.7	14183	38.6
TOTAL	36	100.0	36738	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	7	19.4	3825	10.4
1 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR 2 HOURS, THEN 2 X	7	19.4	5870	16.0
3 1 1/2 X FOR 3 HOURS, THEN 2 X	4	11.1	1910	5.2
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	5.6	734	2.0
5 1 1/2 X FOR 8 HOURS, THEN 2 X	2	5.6	4945	13.5
6 2 X	5	13.9	2477	6.7
7 OTHER	9	25.0	16977	46.2
TOTAL	36	100.0	36738	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	3	8.3	3300	9.0
1 1 1/2 X	10	27.8	7188	19.6
2 1 1/2 X FOR 1 HOUR, THEN 2 X	1	2.8	800	2.2
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 3 HOURS, THEN 2 X	1	2.8	100	0.3
5 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
6 2 X	8	22.2	13815	37.1
7 OTHER	13	36.1	11735	31.9
TOTAL	36	100.0	36738	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	1	2.8	550	1.5
1 1 1/2 X	3	8.3	2260	6.2
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	1	2.8	2600	7.1
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	21	58.3	21792	59.3
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	10	27.8	9536	26.0
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	8	22.2	17778	48.4
1 PAY ONLY	12	33.3	6489	17.7
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	15	41.7	11957	32.5
4 OTHER	1	2.8	514	1.4
TOTAL	36	100.0	36738	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	19	52.8	19707	53.6
1 RIGHT TO REFUSE OVERTIME	17	47.2	17031	46.4
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	14	38.9	23574	64.2
1 PROVISION	22	61.1	13164	35.8
TOTAL	36	100.0	36738	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	21	58.3	26490	72.1
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	1	2.8	568	1.5
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	13	36.1	9196	25.0
7 OTHER	1	2.8	484	1.3
TOTAL	36	100.0	36738	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	18	50.0	12730	34.7
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	1	2.8	568	1.5
2 1 1/2 X	2	5.6	11160	30.4
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	13	36.1	9196	25.0
7 OTHER	2	5.6	3084	8.4
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8=10 CALL=IN (CALL=BACK) PAY GUARANTEE				
0 NO PROVISION	6	16.7	2032	5.5
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	2	5.6	1450	3.9
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	6	16.7	5812	15.8
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	2	5.6	2470	6.7
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	2	5.6	921	2.5
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	6	16.7	5985	16.3
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	2.8	2600	7.1
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	8.3	1458	4.0
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	8	22.2	14010	38.1
TOTAL	36	100.0	36738	100.0
FIELD 8=11 PAID MEAL PERIOD				
0 NO PROVISION	16	44.4	18498	50.4
1 ON OVERTIME, CALL=IN, HOLIDAY ETC.	12	33.3	14267	38.8
2 ON DESIGNATED SHIFTS	1	2.8	1141	3.1
3 1 AND 2	3	8.3	1275	3.5
4 OTHER	4	11.1	1557	4.2
TOTAL	36	100.0	36738	100.0
FIELD 8=12 MEAL ALLOWANCE ON OVERTIME OR CALL=IN				
0 NO PROVISION	14	38.9	16669	45.4
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	1	2.8	11000	29.9
4 $4.00 TO $4.99	-	-	-	-
5 $5.00 AND MORE	6	16.7	3333	9.1
6 MEAL PROVIDED	7	19.4	2784	7.6
7 OTHER	8	22.2	2952	8.0
TOTAL	36	100.0	36738	100.0
FIELD 8=13 RATE FOR TRAVEL TIME ON OVERTIME, CALL=IN, ETC.				
0 NO PROVISION	31	86.1	18869	51.4
1 1 1/2 X	1	2.8	11000	29.9
2 1 1/2 X FOLLOWED BY A HIGHER RATE	1	2.8	568	1.5
3 2 X	1	2.8	101	0.3
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	5.6	6200	16.9
TOTAL	36	100.0	36738	100.0
FIELD 8=14 STAND=BY PAY				
0 NO PROVISION	27	75.0	29160	79.4
1 PROVISION	9	25.0	7578	20.6
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	24	66.7	28582	77.8
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	2	5.6	388	1.1
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	6	16.7	4820	13.1
3 PERCENTAGE OF REGULAR RATE	1	2.8	150	0.4
4 REDUCED SHIFT	-	-	-	-
5 OTHER	3	8.3	2798	7.6
TOTAL	36	100.0	36738	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	8	22.2	8129	22.1
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	2	5.6	360	1.0
4 30 - 50 CENTS PER HOUR	12	33.3	10682	29.1
5 MORE THAN 50 CENTS PER HOUR	7	19.4	2126	5.8
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	3	8.3	3874	10.5
8 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
9 FLAT AMOUNT PER SHIFT	3	8.3	11410	31.1
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	1	2.8	157	0.4
TOTAL	36	100.0	36738	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	6	16.7	5456	14.9
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	1	2.8	260	0.7
4 30 - 49 CENTS PER HOUR	5	13.9	2409	6.6
5 50 - 75 CENTS PER HOUR	12	33.3	9530	25.9
6 MORE THAN 75 CENTS PER HOUR	4	11.1	1772	4.8
7 1/2 HOUR'S PAY PER SHIFT	1	2.8	1870	5.1
8 1 HOUR'S PAY PER SHIFT	2	5.6	3773	10.3
9 2 HOUR'S PAY PER SHIFT	1	2.8	101	0.3
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	3	8.3	11410	31.1
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	1	2.8	157	0.4
TOTAL	36	100.0	36738	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	30	83.3	16411	44.7
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 50 CENTS PER HOUR	-	-	-	-
5 MORE THAN 50 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	1	2.8	11000	29.9
8 SPLIT SHIFT PROHIBITED	1	2.8	375	1.0
9 OTHER	4	11.1	8952	24.4
TOTAL	36	100.0	36738	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	1	2.8	250	0.7
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	3	8.3	4028	11.0
4 11 DAYS	18	50.0	10523	28.6
5 12 DAYS	11	30.6	9620	26.2
6 13 DAYS	-	-	-	-
7 14 DAYS	-	-	-	-
8 OTHER	3	8.3	12317	33.5
TOTAL	36	100.0	36738	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	8	22.2	3757	10.2
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	9	25.0	11339	30.9
2 MINIMUM LENGTH OF SERVICE	4	11.1	15299	41.6
3 1 AND 2	11	30.6	3318	9.0
4 OTHER	4	11.1	3025	8.2
TOTAL	36	100.0	36738	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	17	47.2	10915	29.7
1 LESS THAN 1 MONTH	5	13.9	2130	5.8
2 1 MONTH	9	25.0	5647	15.4
3 2 MONTHS	-	-	-	-
4 3 MONTHS	-	-	-	-
5 MORE THAN 3 MONTHS	-	-	-	-
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	2.8	11000	29.9
7 OTHER	4	11.1	7046	19.2
TOTAL	36	100.0	36738	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	4	11.1	5167	14.1
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	11	30.6	11068	30.1
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	15	41.7	5479	14.9
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	-	-	-	-
5 OTHER	6	16.7	15024	40.9
TOTAL	36	100.0	36738	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	12	33.3	7777	21.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	20	55.6	28222	76.8
2 AN EXTRA DAY'S PAY	-	-	-	-
3 EITHER 1 OR 2	3	8.3	439	1.2
4 OTHER	1	2.8	300	0.8
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	15	41.7	16074	43.8
1 ANOTHER PAID DAY OFF	18	50.0	7991	21.8
2 ANOTHER DAY'S PAY	-	-	-	-
3 EITHER 1 OR 2	3	8.3	12673	34.5
4 NOT GRANTED	-	-	-	-
TOTAL	36	100.0	36738	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	11	30.6	3152	8.6
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 1 WEEK AFTER 6 MONTHS	2	5.6	960	2.6
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	20	55.6	27231	74.1
4 OTHER	3	8.3	5395	14.7
TOTAL	36	100.0	36738	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	2.8	250	0.7
1 2 WEEKS	-	-	-	-
2 3 WEEKS	-	-	-	-
3 4 WEEKS	7	19.4	2374	6.5
4 5 WEEKS	7	19.4	4108	11.2
5 6 WEEKS	15	41.7	26552	72.3
6 7 WEEKS	3	8.3	2480	6.8
7 OTHER	3	8.3	974	2.7
TOTAL	36	100.0	36738	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	2	5.6	410	1.1
1 YEAR OF SERVICE	5	13.9	3271	8.9
2 YEARS	12	33.3	11760	32.0
3 YEARS	11	30.6	17386	47.3
4 YEARS	-	-	-	-
5 YEARS	4	11.1	3137	8.5
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	-	-	-	-
12 OTHER	2	5.6	774	2.1
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10=04 PAID VACATION = 4 WEEKS				
0 NO PROVISION	4	11.1	1224	3.3
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	1	2.8	160	0.4
4 YEARS	1	2.8	1500	4.1
5 YEARS	-	-	-	-
6 YEARS	3	8.3	465	1.3
7 YEARS	-	-	-	-
8 YEARS	11	30.6	10098	27.5
9 YEARS	4	11.1	4201	11.4
10 YEARS	10	27.8	16340	44.5
11 YEARS	2	5.6	2750	7.5
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 10=05 PAID VACATION = 5 WEEKS				
0 NO PROVISION	11	30.6	3598	9.8
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	2	5.6	310	0.8
11 YEARS	1	2.8	1500	4.1
12 YEARS	-	-	-	-
13 YEARS	1	2.8	820	2.2
14 YEARS	-	-	-	-
15 YEARS	9	25.0	7245	19.7
16 YEARS	2	5.6	1450	3.9
17 YEARS	-	-	-	-
18 YEARS	4	11.1	1999	5.4
19 YEARS	3	8.3	7863	21.4
20 YEARS	3	8.3	11953	32.5
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 16=06 PAID VACATION = 6 WEEKS				
0 NO PROVISION	18	50.0	7706	21.0
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	1	2.8	820	2.2
19 YEARS	-	-	-	-
20 YEARS	2	5.6	644	1.8
21 YEARS	3	8.3	1779	4.8
22 YEARS	4	11.1	4928	13.4
23 YEARS	1	2.8	550	1.5
24 YEARS	-	-	-	-
25 YEARS	1	2.8	11000	29.9
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	3	8.3	5993	16.3
29 YEARS	1	2.8	568	1.5
30 YEARS	2	5.6	2750	7.5
TOTAL	36	100.0	36738	100.0
FIELD 16=07 PAID VACATION = 7 WEEKS				
0 NO PROVISION	33	91.7	34258	93.2
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	1	2.8	820	2.2
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	1	2.8	160	0.4
30 YEARS	1	2.8	1500	4.1
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	2	5.6	1053	2.9
1 REGULAR PAY	7	19.4	18764	51.1
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	19	52.8	7453	20.3
3 1 OR 2, WHICHEVER IS GREATER	7	19.4	8954	24.4
4 OTHER	1	2.8	514	1.4
TOTAL	36	100.0	36738	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	23	63.9	17829	48.5
1 WITH LIMITATIONS	5	13.9	14461	39.4
2 WITHOUT LIMITATIONS	1	2.8	1506	4.1
3 NOT ALLOWED	7	19.4	2948	8.0
4 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	26	72.2	28264	76.9
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	9	25.0	8421	22.9
3 OTHER	1	2.8	53	0.1
TOTAL	36	100.0	36738	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	4	11.1	2767	7.5
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	15	41.7	16485	44.9
4 4 DAYS	5	13.9	2722	7.4
5 5 DAYS	4	11.1	11760	32.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	6	22.2	3004	8.2
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	2	5.6	884	1.8
1 PROVISION FOR FULL REGULAR PAY	33	91.7	35924	97.8
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	1	2.8	150	0.4
TOTAL	36	100.0	36738	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	7	19.4	5603	15.3
1 PAID LEAVE	1	2.8	4695	12.8
2 UNPAID LEAVE	20	55.6	9973	27.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	8	22.2	16467	44.8
4 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11=04 LEAVE FOR MARRIAGE				
0 NO PROVISION	33	91.7	24447	66.5
1 1 DAY	1	2.8	1141	3.1
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 5 DAYS	1	2.8	150	0.4
5 OTHER	1	2.8	11000	29.9
TOTAL	36	100.0	36738	100.0
FIELD 11=05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	35	97.2	36588	99.6
1 1 MONTHS' SERVICE	-	-	-	-
2 2 TO 6 MONTHS' SERVICE	-	-	-	-
3 MORE THAN 6 MONTHS	1	2.8	150	0.4
TOTAL	36	100.0	36738	100.0
FIELD 11=06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	18	50.0	10316	28.1
1 16 WEEKS	1	2.8	600	1.6
2 18 WEEKS	3	8.3	2861	7.8
3 19 - 25 WEEKS	4	11.1	6561	17.9
4 26 WEEKS	2	5.6	1623	4.4
5 27 - 52 WEEKS	-	-	-	-
6 OTHER	8	22.2	14777	40.2
TOTAL	36	100.0	36738	100.0
FIELD 11=07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	27	75.0	17004	46.3
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	2	5.6	1070	2.9
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	3	8.3	1671	4.5
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	4	11.1	16993	46.3
TOTAL	36	100.0	36738	100.0
FIELD 11=08 PAID PATERNITY LEAVE				
0 NO PROVISION	32	88.9	31644	86.1
1 1 DAY	2	5.6	2900	7.9
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 OTHER	2	5.6	2194	6.0
TOTAL	36	100.0	36738	100.0
FIELD 11=09 ADOPTION LEAVE				
0 NO PROVISION	34	94.4	35611	96.9
1 PROVISION EXISTS	2	5.6	1127	3.1
TOTAL	36	100.0	36738	100.0
FIELD 11=10 EDUCATION LEAVE				
0 NO PROVISION	28	77.8	28697	78.1
1 PROVISION	8	22.2	8041	21.9
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	33	91.7	25487	69.4
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	-	-	-	-
4 5 DAYS	1	2.8	11000	29.9
5 OTHER	2	5.6	251	0.7
TOTAL	36	100.0	36738	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	36	100.0	36738	100.0
3 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	11	30.6	8652	23.6
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 1 MONTH	4	11.1	761	2.1
3 3 MONTHS	2	5.6	728	2.0
4 6 MONTHS	-	-	-	-
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	17	47.2	22847	62.2
7 OTHER	2	5.6	3750	10.2
TOTAL	36	100.0	36738	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	36	100.0	36738	100.0
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 39 CENTS PER HOUR	-	-	-	-
5 40 - 49 CENTS PER HOUR	-	-	-	-
6 50 - 75 CENTS PER HOUR	-	-	-	-
7 MORE THAN 75 CENTS PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	31	86.1	22338	60.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	5.6	700	1.9
3 75% OF PREMIUM	1	2.8	11000	29.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	2.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.8	2600	7.1
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	3	8.3	1268	3.5
1 100% OF PREMIUM	29	80.6	20967	57.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	2.8	11000	29.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	2	5.6	903	2.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.8	2600	7.1
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	1	2.8	300	0.8
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	5	13.9	2359	6.4
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	5.6	2760	7.5
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	18	50.0	12867	35.0
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	9	25.0	18202	49.5
7 OTHER	1	2.8	250	0.7
TOTAL	36	100.0	36738	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	21	58.3	13518	36.8
1 LESS THAN 6 DAYS PER YEAR	-	-	-	-
2 1/2 DAY PER MONTH = 6 DAYS PER YEAR	5	13.9	5074	13.8
3 1 DAY PER MONTH = 12 DAYS PER YEAR	4	11.1	2919	7.9
4 1 1/4 DAYS PER MONTH = 15 DAYS PER YEAR	1	2.8	150	0.4
5 1 1/2 DAYS PER MONTH = 18 DAYS PER YEAR	-	-	-	-
6 1 2/3 DAYS PER MONTH= 20 DAYS PER YEAR	-	-	-	-
7 2 DAYS PER MONTH = 24 DAYS PER YEAR	-	-	-	-
8 OTHER	5	13.9	15077	41.0
TOTAL	36	100.0	36738	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	26	72.2	29472	80.2
1 30 DAYS OR LESS	4	11.1	4254	11.6
2 31 TO 90 DAYS	3	8.3	1545	4.2
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	2.8	150	0.4
9 OTHER	2	5.6	1317	3.6
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	33	91.7	33942	92.4
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	2.8	106	0.3
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	1	2.8	820	2.2
4 COMBINATION	-	-	-	-
5 OTHER	1	2.8	1870	5.1
TOTAL	36	100.0	36738	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	9	25.0	6879	18.7
1 100% OF PREMIUM	25	69.4	29706	80.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	2.8	100	0.3
6 LESS THAN 50% OF PREMIUM	1	2.8	53	0.1
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	7	19.4	[illegible]29	18.6
1 12 WEEKS OR LESS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	2	5.6	5515	15.0
4 39 WEEKS	-	-	-	-
5 52 WEEKS	17	47.2	11003	29.9
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	5.6	11160	30.4
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	11.1	1273	3.5
8 OTHER	4	11.1	958	2.6
TOTAL	36	100.0	36738	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	7	19.4	6829	18.6
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	-	-	-	-
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	6	16.7	5560	15.1
5 MORE THAN $200 PER WEEK	12	33.3	10074	27.4
6 PERCENTAGE OF EARNINGS	5	13.9	1234	3.4
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	2	5.6	734	2.0
8 VARIES ACCORDING TO EARNINGS	1	2.8	900	2.4
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	2.8	250	0.7
10 OTHER	2	5.6	11157	30.4
TOTAL	36	100.0	36738	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	10	27.8	13969	38.0
1 PROVISION	26	72.2	22769	62.0
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	2	5.6	2750	7.5
1 100% OF PREMIUM	32	88.9	22888	62.3
2 LESS THAN 100% BUT MORE THAN 75%	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50%	-	-	-	-
5 50% OF PREMIUM	1	2.8	100	0.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.8	11000	29.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	3	8.3	3300	9.0
1 LESS THAN $ 5,000	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	1	2.8	100	0.3
4 $15,001 TO $20,000	11	30.6	6953	18.9
5 MORE THAN $20,000	9	25.0	4496	12.2
6 VARIES ACCORDING TO EARNINGS	8	22.2	9718	26.5
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	8.3	12070	32.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	2.8	101	0.3
TOTAL	36	100.0	36738	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	38.9	14358	39.1
1 100% OF PREMIUM	19	52.8	11179	30.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	2.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	5.6	11101	30.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	14	38.9	14358	39.1
1 LESS THAN $5,000	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	1	2.8	100	0.3
4 $15,001 TO $20,000	10	27.8	6693	18.2
5 MORE THAN $20,000	8	22.2	4236	11.5
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	5.6	11250	30.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	2.8	101	0.3
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	27	75.0	31379	85.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	5.6	400	1.1
3 75% OF PREMIUM	3	8.3	3086	8.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	2	5.6	250	0.7
6 FLAT AMOUNT	1	2.8	820	2.2
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	2.8	803	2.2
TOTAL	36	100.0	36738	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	-	-	-	-
1 BASIC (A)	1	2.8	100	0.3
2 BASIC AND EXTENDED (A AND B)	9	25.0	3493	9.5
BASIC AND ORTHODONTIC (A AND C)	-	-	-	-
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	22	61.1	31428	85.5
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	11.1	1717	4.7
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	9	25.0	2047	5.6
1 100% OF COST OF PLAN	5	13.9	1675	4.6
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	-	-	-	-
5 50% OF COST OF PLAN	1	2.8	514	1.4
6 FLAT AMOUNT	1	2.8	3600	9.8
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	16	44.4	16426	44.7
8 OTHER	4	11.1	12476	34.0
TOTAL	36	100.0	36738	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	24	66.7	11946	32.5
1 UNION	5	13.9	2756	7.5
2 MANAGEMENT	-	-	-	-
3 JOINT UNION-MANAGEMENT ADMINISTRATION	6	16.7	21886	59.6
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 OTHER	1	2.8	150	0.4
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	2	5.6	1224	3.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	5	13.9	2156	5.9
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	24	66.7	21447	58.4
4 BY UNION REPRESENTATIVE	-	-	-	-
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	4	11.1	911	2.5
7 CHOICE OF SEVERAL PROCEDURES	-	-	-	-
8 OTHER	1	2.8	11000	29.9
TOTAL	36	100.0	36738	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	4	11.1	1428	3.9
1 72 HOURS OR LESS	2	5.6	1120	3.0
2 5 DAYS	5	13.9	2579	7.0
3 1 WEEK	4	11.1	1569	4.3
4 10 DAYS	4	11.1	1310	3.6
5 2 WEEKS	2	5.6	590	1.6
6 3 WEEKS	-	-	-	-
7 1 MONTH	7	19.4	7858	21.4
8 2 MONTHS	1	2.8	900	2.4
9 VARIES BY TYPE OF GRIEVANCE	4	11.1	3914	10.7
10 OTHER	3	8.3	15470	42.1
TOTAL	36	100.0	36738	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	11	30.6	6960	18.9
1 PROVISION	25	69.4	29778	81.1
TOTAL	36	100.0	36738	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	19	52.8	13497	36.7
1 PROVISION	17	47.2	23241	63.3
TOTAL	36	100.0	36738	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	13	36.1	9242	25.2
2 PERMANENT UMPIRE (NAMED)	6	16.7	7193	19.6
3 TRIPARTITE BOARD	7	19.4	3207	8.7
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	7	19.4	15542	42.3
6 OTHER	3	8.3	1554	4.2
TOTAL	36	100.0	36738	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	29	80.6	34169	93.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	7	19.4	2569	7.0
TOTAL	36	100.0	36738	100.0

SECTION 14 - MISCELLANEOUS PROVISIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	29	80.6	30640	83.4
1 PROVISION	7	19.4	6098	16.6
TOTAL	36	100.0	36738	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	3	8.3	11838	32.2
1 JOINT SAFETY COMMITTEE	1	2.8	803	2.2
2 SAFETY CLOTHING OR EQUIPMENT	5	13.9	3064	8.3
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	2	5.6	548	1.5
4 1 AND 2	9	25.0	6608	18.0
5 1 AND 3	-	-	-	-
6 2 AND 3	1	2.8	3600	9.8
7 1, 2 AND 3	15	41.7	10277	28.0
8 OTHER	-	-	-	-
TOTAL	36	100.0	36738	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	10	27.8	16450	44.8
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	5	13.9	5673	15.4
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	4	11.1	2560	7.0
5 COMBINATION OF 2 AND 3	1	2.8	160	0.4
6 COMBINATION OF 2 AND 4	4	11.1	2394	6.5
7 COMBINATION OF 2, 3 AND 4	6	16.7	7250	19.7
8 OTHER	6	16.7	2251	6.1
TOTAL	36	100.0	36738	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	10	27.8	16450	44.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	8	22.2	4939	13.4
2 PROVISION FOR PAY OF SAFETY COMMITTEE	18	50.0	15349	41.8
TOTAL	36	100.0	36738	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	6	16.7	6122	16.7
1 APPRENTICESHIP	6	16.7	13327	36.3
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	4	11.1	781	2.1
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	3	8.3	1551	4.2
4 1 AND 2	5	13.9	2685	7.3
5 1 AND 3	-	-	-	-
6 2 AND 3	4	11.1	1295	3.5
7 1, 2 AND 3	4	11.1	6660	18.1
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	4	11.1	4317	11.8
TOTAL	36	100.0	36738	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	30	83.3	22606	61.5
1 PROVISION	6	16.7	14132	38.5
TOTAL	36	100.0	36738	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14=07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	28	77.8	23044	62.7
1 PROVISION	8	22.2	13694	37.3
TOTAL	36	100.0	36738	100.0
FIELD 14=08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	13	36.1	16831	45.8
1 PROVISION	23	63.9	19907	54.2
TOTAL	36	100.0	36738	100.0
FIELD 14=09 TOOL ALLOWANCE				
0 NO PROVISION	17	47.2	23995	65.3
1 PROVISION	19	52.8	12743	34.7
TOTAL	36	100.0	36738	100.0

PART III:
PUBLIC SECTOR

(117 agreements covering 98,082 employees)

IIIa. Municipal, Provincial and Federal Government

IIIb. Health, Education and Provincial Crown Corporations

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	97	82.9	79290	80.8
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	10	8.5	13188	13.4
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	3	2.6	897	0.9
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	0.9	210	0.2
4 MULTI-UNION AND SINGLE EMPLOYER	6	5.1	4497	4.6
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	6	5.1	536	0.5
1 100 - 199 EMPLOYEES	48	41.0	6930	7.1
2 200 - 499 EMPLOYEES	32	27.4	10051	10.2
3 500 - 999 EMPLOYEES	20	17.1	13303	13.6
4 1000 - 4999 EMPLOYEES	8	6.8	17530	17.9
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	3	2.6	49732	50.7
TOTAL	117	100.0	98082	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	110	94.0	94894	96.7
1 FEDERAL	7	6.0	3188	3.3
TOTAL	117	100.0	98082	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	1	0.9	111	0.1
1 1 YEAR	14	12.0	14546	14.8
2 MORE THAN 1 YEAR, LESS THAN 2	2	1.7	39732	40.5
3 2 YEARS	89	76.1	35511	36.2
4 MORE THAN 2 YEARS, LESS THAN 3	7	6.0	4786	4.9
5 3 YEARS	4	3.4	3396	3.5
6 MORE THAN 3 YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	4	3.4	1944	2.0
3 1ST HALF OF 1981	9	7.7	2795	2.8
4 2ND HALF OF 1981	32	27.4	12791	13.0
5 1ST HALF OF 1982	24	20.5	23833	24.3
6 2ND HALF OF 1982	35	29.9	50765	51.6
7 LATER THAN 1982	13	11.1	5954	6.1
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1=06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	36	30.8	18349	18.7
1 CAPITAL REGION	16	13.7	4405	4.5
2 FRASER VALLEY	12	10.3	2385	2.4
3 COAST	15	12.8	2353	2.4
4 OKANAGAN CARIBOO	8	6.8	3602	3.7
5 KOOTENAY	4	3.4	620	0.6
6 NORTH	2	1.7	263	0.3
7 TWO OR MORE REGIONS	21	17.9	64641	65.9
8 INTER-PROVINCIAL	3	2.6	1464	1.5
TOTAL	117	100.0	98082	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2=01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	34	29.1	16516	16.8
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	64	54.7	75510	77.0
2 ENUMERATED LIST OF MANAGEMENT RIGHTS = RESIDUAL RIGHTS WITH MANAGEMENT	13	11.1	4080	4.2
3 ENUMERATED LIST OF MANAGEMENT RIGHTS = RESIDUAL RIGHTS NOT SPECIFIED	6	5.1	1976	2.0
4 OTHER	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 2=02 CONTRACTING OUT				
0 NO PROVISION	51	43.6	16151	16.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED = NO DISPLACEMENT OF PRESENT EMPLOYEES	35	29.9	55845	56.9
3 CONTRACTING OUT RESTRICTED = PAYMENT OF UNION WAGE RATES REQUIRED	2	1.7	500	0.5
4 COMBINATION OF 1, 2, AND/OR 3	9	7.7	7079	7.2
5 CONTRACTING OUT PROHIBITED ENTIRELY	2	1.7	10112	10.3
6 OTHER	18	15.4	6395	6.5
TOTAL	117	100.0	98082	100.0
FIELD 2=03 UNION SECURITY CLAUSE				
0 NO PROVISION	10	8.5	4690	4.8
1 CLOSED SHOP	1	0.9	83	0.1
2 UNION SHOP	61	52.1	30310	30.9
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	36	30.8	58263	59.4
4 RAND FORMULA	5	4.3	3347	3.4
5 MAINTENANCE OF MEMBERSHIP	-	-	-	-
6 SLOAN FORMULA	-	-	-	-
7 OTHER	4	3.4	1389	1.4
TOTAL	117	100.0	98082	100.0
FIELD 2=04 UNION DUES CHECK-OFF				
0 NO PROVISION	4	3.4	576	0.6
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	64	54.7	70184	71.6
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	37	31.6	21449	21.9
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	5	4.3	1941	2.0
5 COMPULSORY FOR UNION MEMEBERS ONLY	3	2.6	1358	1.4
6 OTHER	4	3.4	2569	2.6
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2=05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	42	35.9	21054	21.5
1 CROSS PICKET LINES	61	52.1	72950	74.4
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	11	9.4	3085	3.1
5 OTHER	3	2.6	993	1.0
TOTAL	117	100.0	98082	100.0

SECTION 3 - SENIORITY

FIELD 3=01 SENIORITY UNIT				
0 NO PROVISION	12	10.3	4530	4.6
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	70	60.7	37203	37.9
3 DEPARTMENT (BRANCH, DIVISION)	4	3.4	2517	2.6
4 CRAFT (OCCUPATION)	2	1.7	869	0.9
5 EMPLOYER AND DEPARTMENT	5	4.3	712	0.7
6 EMPLOYER AND CRAFT	4	3.4	718	0.7
7 COMBINATION OF THE ABOVE	6	5.1	42942	43.8
8 OTHER	6	5.1	6591	6.6
TOTAL	117	100.0	98082	100.0
FIELD 3=02 PROBATIONARY PERIOD				
0 NO PROVISION	15	12.8	12484	12.7
1 1 CALENDAR MONTH	-	-	-	-
2 2 CALENDAR MONTHS	2	1.7	703	0.7
3 3 CALENDAR MONTHS	43	36.8	26727	27.2
4 6 CALENDAR MONTHS	26	22.2	50053	51.0
5 30 WORKING DAYS	1	0.9	105	0.1
6 45 WORKING DAYS	7	6.0	1434	1.5
7 60 WORKING DAYS	4	3.4	705	0.7
8 240 WORKING HOURS	-	-	-	-
9 OTHER	19	16.2	5871	6.0
TOTAL	117	100.0	98082	100.0
FIELD 3=03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	22	18.8	10514	10.7
1 STRAIGHT SENIORITY	3	2.6	410	0.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	33	28.2	15548	15.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	46	39.3	20167	20.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	13	11.1	45443	46.3
5 OTHER	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 3=04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	21	17.9	9739	9.9
1 STRAIGHT SENIORITY	28	23.9	54348	55.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	38	32.5	14557	14.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	14	12.0	13896	14.2
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	7	6.0	1783	1.8
5 OTHER	9	7.7	3759	3.8
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3=05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	37	31.6	15906	16.2
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	2	1.7	770	0.8
3 72 HOURS	2	1.7	852	0.9
4 1 WEEK	7	6.0	1004	1.0
5 2 WEEKS	16	13.7	4493	4.6
6 1 MONTH	10	8.5	7761	7.9
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	13	11.1	6775	6.9
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	30	25.6	58519	59.7
TOTAL	117	100.0	98082	100.0
FIELD 3=06 RECALL PROCEDURE				
0 NO PROVISION	27	23.1	11762	12.0
1 STRAIGHT SENIORITY	25	21.4	53456	54.5
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	46	39.3	27947	28.5
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	6	5.6	1679	1.9
4 SENIORITY CONSIDERED WITH OTHER FACTORS	8	6.8	1858	1.9
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	3	2.6	1180	1.2
TOTAL	117	100.0	98082	100.0
FIELD 3=07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	38	32.5	17922	18.0
1 FAILURE TO REPORT WHEN NOTIFIED	5	4.3	10969	11.2
2 AFTER A SPECIFIED PERIOD OFF WORK	17	14.5	9298	9.5
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	57	48.7	60193	61.4
TOTAL	117	100.0	98082	100.0
FIELD 3=08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	35	29.9	13100	13.4
1 LESS THAN SIX MONTHS	3	2.6	917	0.9
2 SIX MONTHS	14	12.0	4200	4.3
3 1 YEAR	33	28.2	54004	55.1
4 2 YEARS	6	5.1	6967	7.1
5 GRADUATED BY LENGTH OF SERVICE	12	10.3	2869	2.9
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	14	12.0	15959	16.3
TOTAL	117	100.0	98082	100.0
FIELD 3=09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	88	75.2	79386	80.9
1 UP TO 1 YEAR	4	3.4	948	1.0
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	-	-	-	-
3 GREATER THAN 2 YEARS	3	2.6	1520	1.5
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	-	-	-	-
5 OTHER	22	18.8	16228	16.5
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3=10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	79	67.5	73653	75.1
1 SENIORITY LOST ON TRANSFER	2	1.7	714	0.7
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	15	12.8	15487	15.8
3 SENIORITY RETAINED INDEFINITELY	15	12.8	5568	5.8
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	0.9	130	0.1
5 OTHER	5	4.3	2430	2.5
TOTAL	117	100.0	98082	100.0
FIELD 3=11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY=OFFS, ETC.				
0 NO PROVISION	114	97.4	97002	98.9
1 FOR UNION OFFICIALS	2	1.7	340	0.3
2 SPECIAL SKILLS, APPRENTICES, ETC.	1	0.9	740	0.8
3 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	117	100.0	98082	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4=01 JOB POSTING				
0 NO PROVISION	18	15.4	8008	8.2
1 PROVISION	99	84.6	90074	91.8
TOTAL	117	100.0	98082	100.0
FIELD 4=02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	86	73.5	34694	35.4
1 OLDER WORKERS	2	1.7	422	0.4
2 DISABLED WORKERS	13	11.1	16229	16.5
3 BOTH OLDER AND DISABLED WORKERS	16	13.7	46732	47.6
TOTAL	117	100.0	98082	100.0
FIELD 4=03 LIMITATION OF PART=TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	114	97.4	97401	99.3
1 PROVISION	3	2.6	681	0.7
TOTAL	117	100.0	98082	100.0
FIELD 4=04 JOURNEYMAN=APPRENTICE RATIO				
0 NO PROVISION	112	95.7	94216	96.1
1 PROVISION	5	4.3	3866	3.9
TOTAL	117	100.0	98082	100.0
FIELD 4=05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	110	94.0	95605	97.5
1 PROVISION	7	6.0	2477	2.5
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	39	33.3	14069	14.3
1 REGULAR RATE OF EMPLOYEE	1	0.9	157	0.2
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	65	55.6	81303	82.9
3 RATE OF TEMPORARY JOB	3	2.6	731	0.7
4 OTHER	9	7.7	1822	1.9
TOTAL	117	100.0	98082	100.0
FIELD 4-07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	107	91.5	51936	53.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	2.6	4827	4.9
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	2.6	959	1.0
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.9	122	0.1
5 OTHER	3	2.6	40236	41.0
TOTAL	117	100.0	98082	100.0
FIELD 4-08 MOONLIGHTING				
0 NO PROVISION	107	91.5	94514	96.4
1 PROHIBITED	4	3.4	909	0.9
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	4	3.4	2329	2.4
3 OTHER	2	1.7	330	0.3
TOTAL	117	100.0	98082	100.0
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	31	26.5	12904	13.2
1 LESS THAN 3 MONTHS	16	13.7	5360	5.5
2 3 MONTHS	46	39.3	25472	26.0
3 6 MONTHS	5	4.3	4196	4.3
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	12	10.3	6857	7.0
6 OTHER	7	6.0	43293	44.1
TOTAL	117	100.0	98082	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	52	44.4	65265	66.5
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	8	6.8	4962	5.1
2 CONSULTATION - DETAILS NOT SPECIFIED	56	47.9	27685	28.2
3 OTHER	1	0.9	170	0.2
TOTAL	117	100.0	98082	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	62	53.0	72628	74.0
1 PROVISION	55	47.0	25454	26.0
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	63	53.8	65021	66.3
1 STRAIGHT LAYOFF	1	0.9	225	0.2
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	30	25.6	15821	16.1
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	-	-	-	-
4 WORK FORCE REDUCED THROUGH ATTRITION	1	0.9	150	0.2
5 COMBINATION OF 2 AND 3	1	0.9	75	0.1
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 3 AND 4	1	0.9	180	0.2
8 COMBINATION OF 2, 3 AND 4	-	-	-	-
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	10	8.5	12688	12.9
10 OTHER	10	8.5	3922	4.0
TOTAL	117	100.0	98082	100.0
FIELD 5=05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	94	80.3	90995	92.8
1 LESS THAN 1 YEAR	2	1.7	706	0.7
2 1 YEAR	9	7.7	2069	2.1
3 2 YEARS	2	1.7	780	0.8
4 3 YEARS	1	0.9	115	0.1
5 4 YEARS	-	-	-	-
6 5 YEARS	6	5.1	2497	2.5
7 10 YEARS	2	1.7	770	0.8
8 OTHER	1	0.9	150	0.2
TOTAL	117	100.0	98082	100.0
FIELD 5=06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	85	72.6	81310	82.9
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	21	17.9	12926	13.2
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	1.7	684	0.7
4 VARIES ACCORDING TO LENGTH OF SERVICE	2	1.7	712	0.7
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
6 OTHER	7	6.0	2450	2.5
TOTAL	117	100.0	98082	100.0
FIELD 5=07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	90	76.9	86730	88.4
1 LESS THAN 20 WEEKS' PAY	9	7.7	2138	2.2
2 20 WEEKS' PAY	2	1.7	1508	1.5
3 26 WEEKS' PAY	6	5.1	1489	1.5
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	2	1.7	507	0.5
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	7	6.0	5612	5.7
8 OTHER	1	0.9	98	0.1
TOTAL	117	100.0	98082	100.0
FIELD 5=08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	101	86.3	77696	79.2
1 LESS THAN 3 MONTHS	8	6.8	4512	4.6
2 3 MONTHS	1	0.9	1358	1.4
3 6 MONTHS	-	-	-	-
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	1	0.9	432	0.4
6 BY LENGTH OF SERVICE	3	2.6	3851	3.9
7 OTHER	3	2.6	10233	10.4
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	60	51.3	62655	63.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	36	30.8	20923	21.3
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	2.6	525	0.5
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	13	11.1	12652	12.9
6 OTHER	5	4.3	1327	1.4
TOTAL	117	100.0	98082	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	70	59.8	65361	66.6
1 EMPLOYER PROGRAM	18	15.4	21232	21.6
2 UNION PROGRAM	-	-	-	-
3 JOINT EMPLOYER-UNION PROGRAM	-	-	-	-
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	-	-	-	-
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	27	23.1	10538	10.7
6 OTHER	2	1.7	951	1.0
TOTAL	117	100.0	98082	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	54	46.2	62293	63.5
1 UNION-MANAGEMENT CONSULTATION ONLY	12	10.3	14271	14.6
2 ARBITRATION OF WAGE RATE	50	42.7	21148	21.6
3 OTHER	1	0.9	370	0.4
TOTAL	117	100.0	98082	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	10	8.5	12788	13.0
1 WAGE INCREASE EVERY SIX MONTHS	13	11.1	3986	4.1
2 WAGE INCREASE YEARLY	40	34.2	19341	19.7
3 IRREGULARLY SCHEDULED WAGE INCREASES	43	36.8	17696	18.2
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	4	3.4	1375	1.4
5 OTHER	7	6.0	42696	43.5
TOTAL	117	100.0	98082	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	82	70.1	45707	46.6
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	7	6.0	3212	3.3
3 COST-OF-LIVING ALLOWANCE CLAUSE	23	19.7	8102	8.3
4 COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 OTHER	5	4.3	41061	41.9
TOTAL	117	100.0	98082	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	78	66.7	68517	69.9
1 SEVERANCE PAY	37	31.6	29208	29.8
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	1	0.9	110	0.1
4 OTHER	1	0.9	247	0.3
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	80	68.4	74788	76.3
1 LESS THAN 1 YEAR	2	1.7	628	0.6
2 1 YEAR	12	10.3	4612	4.7
3 2 YEARS	3	2.6	1206	1.2
4 3 YEARS	-	-	-	-
5 5 YEARS	7	6.0	12757	13.0
6 10 YEARS	8	6.8	2548	2.6
7 OTHER	5	4.3	1543	1.6
TOTAL	117	100.0	98082	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	78	66.7	68517	69.9
1 1 DAY'S PAY PER YEAR OF SERVICE	1	0.9	740	0.8
2 1 WEEK'S PAY PER YEAR OF SERVICE	11	9.4	14251	14.5
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	4	3.4	1784	1.8
4 VARIES ACCORDING TO LENGTH OF SERVICE	5	4.3	4533	4.6
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	3	2.6	1154	1.2
6 OTHER	15	12.8	7103	7.2
TOTAL	117	100.0	98082	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	90	76.9	76169	77.7
1 LESS THAN 20 WEEKS' PAY	7	6.0	1868	1.9
2 20 WEEKS' PAY	3	2.6	440	0.4
3 26 WEEKS' PAY	1	0.9	105	0.1
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	1	0.9	432	0.4
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	4	3.4	11960	12.2
8 OTHER	11	9.4	7108	7.2
TOTAL	117	100.0	98082	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES		
0 NO PROVISION	116	0.2
1 6 HOURS	100	0.2
2 7 HOURS	1103	1.7
3 7 1/2 HOURS	19758	30.9
4 8 HOURS	12370	19.4
5 9 HOURS	102	0.2
6 10 HOURS	-	-
7 FLEXIBLE WORK HOURS	-	-
8 OTHER	4748	7.4
TOTAL	63879	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES		
0 NO PROVISION	500	1.5
1 6 HOURS	75	0.2
2 7 HOURS	23503	68.7
3 7 1/2 HOURS	5082	14.9
4 8 HOURS	300	0.9
5 9 HOURS	-	-
6 10 HOURS	-	-
7 FLEXIBLE WORK HOURS	-	-
8 OTHER	4743	13.9
TOTAL	34203	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			219	0.3
1 3 DAYS			-	-
2 4 DAYS			102	0.2
3 5 DAYS			27768	43.5
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			5576	8.7
7 OTHER			4632	7.3
TOTAL			63879	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			560	1.6
1 3 DAYS			-	-
2 4 DAYS			300	0.9
3 5 DAYS			31938	93.4
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			1405	4.1
TOTAL			34203	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			219	0.3
1 32 HOURS			-	-
2 35 HOURS			4463	7.0
3 37 1/2 HOURS			14198	22.2
4 40 HOURS			12267	19.2
5 OTHER			7150	11.2
TOTAL			63879	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			560	1.6
1 32 HOURS			300	0.9
2 35 HOURS			24598	71.9
3 37 1/2 HOURS			5082	14.9
4 40 HOURS			-	-
5 OTHER			3663	10.7
TOTAL			34203	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	7	6.0	2785	2.8
1 2 DAYS (CONSECUTIVE)	100	85.5	83038	84.7
2 2 DAYS (NOT CONSECUTIVE)	-	-	-	-
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	-	-	-	-
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	0.9	130	0.1
7 OTHER	9	7.7	12129	12.4
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	107	91.5	95265	97.1
1 3 HOURS' PAY	4	3.4	1162	1.2
2 4 HOURS' PAY	2	1.7	736	0.8
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	4	3.4	919	0.9
TOTAL	117	100.0	98082	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	113	96.6	96910	98.8
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	2	1.7	440	0.4
2 FULL SHIFT'S PAY	1	0.9	132	0.1
3 OTHER	1	0.9	600	0.6
TOTAL	117	100.0	98082	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	34	29.1	11858	12.1
1 ONE 10 MINUTE BREAK	1	0.9	110	0.1
2 TWO 10 MINUTE BREAKS	22	18.8	8207	8.4
3 TWO 15 MINUTE BREAKS	54	46.2	60638	61.8
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	2	1.7	496	0.5
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	2	1.7	6681	6.8
6 OTHER	2	1.7	10090	10.3
TOTAL	117	100.0	98082	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	54	46.2	19833	20.2
1 LESS THAN 1 FULL DAY	-	-	-	-
2 1 DAY (24 HOURS)	11	9.4	2052	2.1
3 48 HOURS	15	12.8	46376	47.3
4 72 HOURS	2	1.7	3318	3.4
5 1 WEEK	13	11.1	14466	14.7
6 2 WEEKS OR MORE	3	2.6	749	0.8
7 NOTICE MENTIONED BUT NOT SPECIFIED	3	2.6	992	1.0
8 OTHER	16	13.7	10296	10.5
TOTAL	117	100.0	98082	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	100	85.5	78577	80.1
1 PROVISION	17	14.5	19505	19.9
TOTAL	117	100.0	98082	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	105	89.7	52936	54.0
1 PROVISION	12	10.3	45146	46.0
TOTAL	117	100.0	98082	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	102	87.2	49045	50.0
1 PROVISION	15	12.8	49037	50.0
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	82	70.1	31707	32.3
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	3	2.6	475	0.5
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	4	3.4	5128	5.2
4 TO COMMENCE DURING TERM OF AGREEMENT	4	3.4	7215	7.4
5 UNDER STUDY	4	3.4	1846	1.9
6 OTHER	20	17.1	51711	52.7
TOTAL	117	100.0	98082	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	17	14.5	4849	4.9
1 1 1/2 X FOR 1 HOUR, THEN 2 X	5	4.3	6871	7.0
2 1 1/2 X FOR 2 HOURS, THEN 2 X	39	33.3	54806	55.9
3 1 1/2 X FOR 3 HOURS, THEN 2 X	21	17.9	4396	4.5
4 1 1/2 X FOR 4 HOURS, THEN 2 X	9	7.7	3449	3.5
5 1 1/2 X FOR 8 HOURS, THEN 2 X	2	1.7	847	0.9
6 2 X	16	13.7	10001	10.2
7 OTHER	8	6.8	12863	13.1
TOTAL	117	100.0	98082	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	22	18.8	6231	6.4
1 1 1/2 X FOR 1 HOUR, THEN 2 X	5	4.3	7061	7.2
2 1 1/2 X FOR 2 HOURS, THEN 2 X	25	21.4	12372	12.6
3 1 1/2 X FOR 3 HOURS, THEN 2 X	14	12.0	3212	3.3
4 1 1/2 X FOR 4 HOURS, THEN 2 X	10	8.5	3289	3.4
5 1 1/2 X FOR 8 HOURS, THEN 2 X	3	2.6	927	0.9
6 2 X	23	19.7	50919	51.9
7 OTHER	15	12.8	14071	14.3
TOTAL	117	100.0	98082	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	20	17.1	6511	6.6
1 1 1/2 X	10	8.5	2178	2.2
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	4	3.4	2555	2.6
4 1 1/2 X FOR 3 HOURS, THEN 2 X	6	5.1	1230	1.3
5 1 1/2 X FOR 4 HOURS, THEN 2 X	5	4.3	908	0.9
6 2 X	57	48.7	69485	70.8
7 OTHER	15	12.8	15215	15.5
TOTAL	117	100.0	98082	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	20	17.1	6491	6.6
1 1 1/2 X	4	3.4	1436	1.5
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	1.7	370	0.4
5 2 X	83	70.9	78473	80.0
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	8	6.8	11312	11.5
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	23	19.7	6590	6.7
1 PAY ONLY	15	12.8	3610	3.7
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	74	63.2	86355	88.0
4 OTHER	5	4.3	1527	1.6
TOTAL	117	100.0	98082	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	83	70.9	31522	32.1
1 RIGHT TO REFUSE OVERTIME	32	27.4	65860	67.1
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	2	1.7	700	0.7
TOTAL	117	100.0	98082	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	83	70.9	37817	38.6
1 PROVISION	34	29.1	60265	61.4
TOTAL	117	100.0	98082	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	91	77.8	75915	77.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	12	10.3	6675	6.8
2 1 1/2 X	1	0.9	132	0.1
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	5	4.3	1793	1.8
7 OTHER	6	6.8	13567	13.8
TOTAL	117	100.0	98082	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	88	75.2	74298	75.8
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	10	8.5	6443	6.6
2 1 1/2 X	2	1.7	332	0.3
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	7	6.0	2643	2.7
7 OTHER	10	8.5	14366	14.6
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	16	13.7	7375	7.5
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	3	2.6	639	0.7
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	3	2.6	500	0.5
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	11	9.4	5689	5.8
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	1	0.9	111	0.1
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	29	24.8	10924	11.1
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	25	21.4	63010	64.2
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	13	11.1	4666	4.8
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	0.9	117	0.1
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	0.9	150	0.2
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	14	12.0	4901	5.0
TOTAL	117	100.0	98082	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	63	53.8	21371	21.8
1 ON OVERTIME, CALL-IN, HOLIDAY ETC.	37	31.6	68453	69.8
2 ON DESIGNATED SHIFTS	6	5.1	2156	2.2
3 1 AND 2	5	4.3	1889	1.9
4 OTHER	6	5.1	4213	4.3
TOTAL	117	100.0	98082	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	65	55.6	23903	24.4
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	3	2.6	1569	1.6
4 $4.00 TO $4.99	1	0.9	803	0.8
5 $5.00 AND MORE	28	23.9	61786	63.0
6 MEAL PROVIDED	4	3.4	595	0.6
7 OTHER	16	13.7	9426	9.6
TOTAL	117	100.0	98082	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	82	70.1	29240	29.8
1 1 1/2 X	5	4.3	2134	2.2
2 1 1/2 X FOLLOWED BY A HIGHER RATE	8	6.8	3072	3.1
3 2 X	7	6.0	15062	15.4
4 FLAT AMOUNT	1	0.9	90	0.1
5 OTHER	14	12.0	48484	49.4
TOTAL	117	100.0	98082	100.0
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	65	55.6	20088	20.5
1 PROVISION	52	44.4	77994	79.5
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	82	70.1	81009	82.6
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	3	2.6	877	0.9
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	20	17.1	7379	7.5
3 PERCENTAGE OF REGULAR RATE	3	2.6	4853	4.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	9	7.7	3964	4.0
TOTAL	117	100.0	98082	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	25	21.4	8878	9.1
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	6	5.1	2004	2.0
3 20 - 29 CENTS PER HOUR	15	12.8	3602	3.7
4 30 - 50 CENTS PER HOUR	21	17.9	11208	11.4
5 MORE THAN 50 CENTS PER HOUR	16	13.7	45223	46.1
6 1/2 HOUR'S PAY PER SHIFT	6	5.1	1090	1.1
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	13	11.1	8705	8.9
9 FLAT AMOUNT PER SHIFT	4	3.4	3757	3.8
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	0.9	190	0.2
11 OTHER	10	8.5	13425	13.7
TOTAL	117	100.0	98082	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	27	23.1	9041	9.2
1 LESS THAN 10 CENTS PER HOUR	1	0.9	122	0.1
2 10 - 19 CENTS PER HOUR	1	0.9	150	0.2
3 20 - 29 CENTS PER HOUR	9	7.7	2504	2.6
4 30 - 49 CENTS PER HOUR	16	13.7	4339	4.4
5 50 - 75 CENTS PER HOUR	27	23.1	54216	55.3
6 MORE THAN 75 CENTS PER HOUR	3	2.6	713	0.7
7 1/2 HOUR'S PAY PER SHIFT	1	0.9	105	0.1
8 1 HOUR'S PAY PER SHIFT	3	2.6	615	0.6
9 2 HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	14	12.0	8829	9.0
11 FLAT AMOUNT PER SHIFT	3	2.6	3633	3.7
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	1.7	390	0.4
13 OTHER	10	8.5	13425	13.7
TOTAL	117	100.0	98082	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	90	76.9	76071	77.6
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	3	2.6	460	0.5
3 20 - 29 CENTS PER HOUR	4	3.4	1212	1.2
4 30 - 50 CENTS PER HOUR	2	1.7	280	0.3
5 MORE THAN 50 CENTS PER HOUR	1	0.9	150	0.2
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	8	6.8	13137	13.4
9 OTHER	9	7.7	6772	6.9
TOTAL	117	100.0	98082	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	3	2.6	1032	1.1
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	-	-	-	-
4 11 DAYS	105	89.7	82343	84.0
5 12 DAYS	6	5.1	14231	14.5
6 13 DAYS	1	0.9	208	0.2
7 14 DAYS	-	-	-	-
8 OTHER	2	1.7	268	0.3
TOTAL	117	100.0	98082	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	56	47.9	74325	75.8
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	14	12.0	7983	8.1
2 MINIMUM LENGTH OF SERVICE	25	21.4	8333	8.5
3 1 AND 2	13	11.1	4156	4.2
4 OTHER	9	7.7	3285	3.3
TOTAL	117	100.0	98082	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	71	60.7	82086	83.7
1 LESS THAN 1 MONTH	11	9.4	3931	4.0
2 1 MONTH	23	19.7	7708	7.9
3 2 MONTHS	-	-	-	-
4 3 MONTHS	1	0.9	180	0.2
5 MORE THAN 3 MONTHS	2	1.7	1007	1.0
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	6	5.1	1959	2.0
7 OTHER	3	2.6	1211	1.2
TOTAL	117	100.0	98082	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	16	13.7	4378	4.5
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	1	0.9	100	0.1
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	23	19.7	6292	6.4
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	55	47.0	26751	27.3
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	8	6.8	5003	5.1
5 OTHER	14	12.0	55558	56.6
TOTAL	117	100.0	98082	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	19	16.2	4498	4.6
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	81	69.2	86693	88.4
2 AN EXTRA DAY'S PAY	5	4.3	746	0.8
3 EITHER 1 OR 2	6	5.1	3619	3.7
4 OTHER	6	5.1	2526	2.6
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	38	32.5	12437	12.7
1 ANOTHER PAID DAY OFF	74	63.2	81706	83.3
2 ANOTHER DAY'S PAY	1	0.9	280	0.3
3 EITHER 1 OR 2	3	2.6	3159	3.2
4 NOT GRANTED	1	0.9	500	0.5
TOTAL	117	100.0	98082	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	19	16.2	4840	4.9
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	3	2.6	6259	6.4
2 1 WEEK AFTER 6 MONTHS	1	0.9	979	1.0
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	71	60.7	73324	74.8
4 OTHER	23	19.7	12680	12.9
TOTAL	117	100.0	98082	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	5	4.3	1155	1.2
1 2 WEEKS	-	-	-	-
2 3 WEEKS	-	-	-	-
3 4 WEEKS	1	0.9	150	0.2
4 5 WEEKS	21	17.9	6837	7.0
5 6 WEEKS	70	59.8	74996	76.5
6 7 WEEKS	6	5.1	2126	2.2
7 OTHER	14	12.0	12818	13.1
TOTAL	117	100.0	98082	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	9	7.7	2338	2.4
1 YEAR OF SERVICE	68	58.1	73648	75.1
2 YEARS	19	16.2	4340	4.4
3 YEARS	7	6.0	1727	1.8
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	12	10.3	15404	15.7
12 OTHER	2	1.7	625	0.6
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-04 PAID VACATION - 4 WEEKS				
0 NO PROVISION	13	11.1	3683	3.8
1 YEAR OF SERVICE	11	9.4	15334	15.6
2 YEARS	-	-	-	-
3 YEARS	2	1.7	283	0.3
4 YEARS	2	1.7	1528	1.6
5 YEARS	7	6.0	3927	4.0
6 YEARS	10	8.5	4468	4.6
7 YEARS	17	14.5	46679	47.6
8 YEARS	18	15.4	4607	4.7
9 YEARS	20	17.1	5077	5.2
10 YEARS	16	13.7	11689	11.9
11 YEARS	1	0.9	807	0.8
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 10-05 PAID VACATION - 5 WEEKS				
0 NO PROVISION	13	11.1	3183	3.2
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	1	0.9	10000	10.2
6 YEARS	-	-	-	-
7 YEARS	2	1.7	1490	1.5
8 YEARS	1	0.9	170	0.2
9 YEARS	3	2.6	440	0.4
10 YEARS	5	4.3	4487	4.6
11 YEARS	3	2.6	2267	2.3
12 YEARS	6	5.1	43421	44.3
13 YEARS	6	5.1	1257	1.3
14 YEARS	8	6.8	2537	2.6
15 YEARS	16	13.7	5749	5.9
16 YEARS	13	11.1	4048	4.1
17 YEARS	19	16.2	4749	4.8
18 YEARS	8	6.8	9203	9.4
19 YEARS	-	-	-	-
20 YEARS	3	2.6	390	0.4
21 YEARS	2	1.7	947	1.0
22 YEARS	6	5.1	3015	3.1
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	2	1.7	729	0.7
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-06 PAID VACATION - 6 WEEKS				
0 NO PROVISION	34	29.1	10020	10.2
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	1	0.9	10000	10.2
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	1	0.9	170	0.2
14 YEARS	3	2.6	440	0.4
15 YEARS	2	1.7	1523	1.6
16 YEARS	-	-	-	-
17 YEARS	1	0.9	105	0.1
18 YEARS	2	1.7	2958	3.0
19 YEARS	3	2.6	728	0.7
20 YEARS	16	13.7	48775	49.7
21 YEARS	-	-	-	-
22 YEARS	5	4.3	2582	2.6
23 YEARS	10	8.5	4654	4.7
24 YEARS	18	15.4	3802	3.9
25 YEARS	14	12.0	3689	3.8
26 YEARS	3	2.6	962	1.0
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	4	3.4	7674	7.8
TOTAL	117	100.0	98082	100.0
FIELD 10-07 PAID VACATION - 7 WEEKS				
0 NO PROVISION	107	91.5	85561	87.2
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	1	0.9	10000	10.2
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	3	2.6	440	0.4
20 YEARS	1	0.9	1315	1.3
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	1	0.9	163	0.2
25 YEARS	1	0.9	208	0.2
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	3	2.6	395	0.4
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	24	20.5	11617	11.8
1 REGULAR PAY	53	45.3	62586	63.8
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	25	21.4	9052	9.2
3 1 OR 2, WHICHEVER IS GREATER	13	11.1	4547	4.6
4 OTHER	2	1.7	10280	10.5
TOTAL	117	100.0	98082	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	53	45.3	14544	14.8
1 WITH LIMITATIONS	54	46.2	80847	82.4
2 WITHOUT LIMITATIONS	2	1.7	749	0.8
3 NOT ALLOWED	6	5.1	1478	1.5
4 OTHER	2	1.7	464	0.5
TOTAL	117	100.0	98082	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	85	72.6	73714	75.2
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	25	21.4	17137	17.5
3 OTHER	7	6.0	7231	7.4
TOTAL	117	100.0	98082	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	4	3.4	2327	2.4
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	61	52.1	27506	28.0
4 4 DAYS	3	2.6	1270	1.3
5 5 DAYS	27	23.1	57912	59.0
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	16	13.7	4069	4.1
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	5	4.3	4498	4.6
8 OTHER	1	0.9	500	0.5
TOTAL	117	100.0	98082	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	15	12.8	8694	8.9
1 PROVISION FOR FULL REGULAR PAY	102	87.2	89388	91.1
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	8	6.8	3452	3.5
1 PAID LEAVE	3	2.6	486	0.5
2 UNPAID LEAVE	33	28.2	16383	16.7
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	68	58.1	76872	78.4
4 OTHER	5	4.3	889	0.9
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	94	80.3	36206	36.9
1 1 DAY	1	0.9	200	0.2
2 2 DAYS	-	-	-	-
3 3 DAYS	13	11.1	47859	48.8
4 5 DAYS	8	6.8	12502	12.7
5 OTHER	1	0.9	1315	1.3
TOTAL	117	100.0	98082	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	97	82.9	50605	51.6
1 1 MONTHS' SERVICE	-	-	-	-
2 2 TO 6 MONTHS' SERVICE	18	15.4	47195	48.1
3 MORE THAN 6 MONTHS	2	1.7	282	0.3
TOTAL	117	100.0	98082	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	33	28.2	12130	12.4
1 16 WEEKS	2	1.7	601	0.6
2 18 WEEKS	4	3.4	5463	5.6
3 19 - 25 WEEKS	14	12.0	4715	4.8
4 26 WEEKS	32	27.4	63172	64.4
5 27 - 52 WEEKS	6	5.1	1917	2.0
6 OTHER	26	22.2	10084	10.3
TOTAL	117	100.0	98082	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	58	49.6	24418	24.9
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	36	30.8	18844	19.2
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	11	9.4	51138	52.1
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	12	10.3	3682	3.8
TOTAL	117	100.0	98082	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	78	66.7	33416	34.1
1 1 DAY	26	22.2	52184	53.2
2 2 DAYS	4	3.4	1102	1.1
3 3 DAYS	3	2.6	432	0.4
4 OTHER	6	5.1	10948	11.2
TOTAL	117	100.0	98082	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	55	47.0	24558	25.0
1 PROVISION EXISTS	62	53.0	73524	75.0
TOTAL	117	100.0	98082	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	54	46.2	19656	20.0
1 PROVISION	63	53.8	78426	80.0
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	72	61.5	30957	31.6
1 1 DAY	2	1.7	478	0.5
2 2 DAYS	9	7.7	13241	13.5
3 3 DAYS	8	6.8	5024	5.1
4 5 DAYS	11	9.4	2712	2.8
5 OTHER	15	12.8	45670	46.6
TOTAL	117	100.0	98082	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	7	6.0	3185	3.2
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	110	94.0	94897	96.8
3 OTHER	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	49	41.9	17715	18.1
1 IMMEDIATELY ON BEING EMPLOYED	6	5.1	13988	14.3
2 1 MONTH	4	3.4	1908	1.9
3 3 MONTHS	7	6.0	1444	1.5
4 6 MONTHS	8	6.8	4224	4.3
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	37	31.6	58060	59.2
7 OTHER	6	5.1	743	0.8
TOTAL	117	100.0	98082	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	116	99.1	97952	99.9
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 39 CENTS PER HOUR	-	-	-	-
5 40 - 49 CENTS PER HOUR	-	-	-	-
6 50 - 75 CENTS PER HOUR	-	-	-	-
7 MORE THAN 75 CENTS PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	1	0.9	130	0.1
TOTAL	117	100.0	98082	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	7	6.0	3185	3.2
1 100% OF PREMIUM	45	38.5	69571	70.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.9	170	0.2
3 75% OF PREMIUM	10	8.5	6040	6.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	18	15.4	5364	5.5
5 50% OF PREMIUM	28	23.9	11290	11.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	6.8	2462	2.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	25	21.4	7918	8.1
1 100% OF PREMIUM	41	35.0	71431	72.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.7	676	0.7
3 75% OF PREMIUM	9	7.7	5840	6.0
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	14	12.0	3779	3.9
5 50% OF PREMIUM	19	16.2	6784	6.9
6 LESS THAN 50% OF PREMIUM	1	0.9	75	0.1
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	4.3	1429	1.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	1	0.9	150	0.2
TOTAL	117	100.0	98082	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	8	6.8	1476	1.5
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	70	59.8	34382	35.1
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	7	6.0	1499	1.5
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	6	5.1	5182	5.3
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	23	19.7	53956	55.0
7 OTHER	3	2.6	1587	1.6
TOTAL	117	100.0	98082	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	17	14.5	4173	4.3
1 LESS THAN 6 DAYS PER YEAR	4	3.4	2067	2.1
2 1/2 DAY PER MONTH = 6 DAYS PER YEAR	10	8.5	47431	48.4
3 1 DAY PER MONTH = 12 DAYS PER YEAR	1	0.9	105	0.1
4 1 1/4 DAYS PER MONTH = 15 DAYS PER YEAR	17	14.5	8162	8.3
5 1 1/2 DAYS PER MONTH = 18 DAYS PER YEAR	43	36.8	11440	11.7
6 1 2/3 DAYS PER MONTH= 20 DAYS PER YEAR	8	6.8	3692	3.8
7 2 DAYS PER MONTH = 24 DAYS PER YEAR	1	0.9	10000	10.2
8 OTHER	16	13.7	11012	11.2
TOTAL	117	100.0	98082	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	34	29.1	54054	55.1
1 30 DAYS OR LESS	1	0.9	1100	1.1
2 31 TO 90 DAYS	1	0.9	145	0.1
3 91 TO 120 DAYS	12	10.3	9862	10.1
4 121 TO 150 DAYS	16	13.7	4329	4.4
5 151 TO 200 DAYS	25	21.4	8647	8.8
6 201 TO 250 DAYS	4	3.4	590	0.6
7 MORE THAN 250 DAYS, BUT LIMITED	8	6.8	2834	2.9
8 UNLIMITED ACCUMULATION	10	8.5	12562	12.8
9 OTHER	6	5.1	3939	4.0
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	61	52.1	67303	68.6
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	0.9	145	0.1
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	4	3.4	11342	11.6
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	34	29.1	11101	11.3
4 COMBINATION	1	0.9	160	0.2
5 OTHER	16	13.7	8031	8.2
TOTAL	117	100.0	98082	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	88	75.2	41714	42.5
1 100% OF PREMIUM	13	11.1	48691	49.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	0.9	117	0.1
3 75% OF PREMIUM	1	0.9	3110	3.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	0.9	600	0.6
5 50% OF PREMIUM	2	1.7	188	0.2
6 LESS THAN 50% OF PREMIUM	3	2.6	1173	1.2
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	3.4	1240	1.3
9 OTHER	4	3.4	1249	1.3
TOTAL	117	100.0	98082	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	88	75.2	41763	42.6
1 12 WEEKS OR LESS	1	0.9	117	0.1
2 13 WEEKS	-	-	-	-
3 26 WEEKS	9	7.7	47773	48.7
4 39 WEEKS	-	-	-	-
5 52 WEEKS	6	5.1	1541	1.6
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	0.9	3110	3.2
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	4.3	1390	1.4
8 OTHER	7	6.0	2388	2.4
TOTAL	117	100.0	98082	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	88	75.2	41763	42.6
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	-	-	-	-
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	-	-	-	-
5 MORE THAN $200 PER WEEK	2	1.7	1087	1.1
6 PERCENTAGE OF EARNINGS	17	14.5	49322	50.3
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
8 VARIES ACCORDING TO EARNINGS	2	1.7	910	0.9
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	4.3	4350	4.4
10 OTHER	3	2.6	650	0.7
TOTAL	117	100.0	98082	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	64	54.7	20497	20.9
1 PROVISION	53	45.3	77585	79.1
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	13	11.1	5763	5.9
1 100% OF PREMIUM	46	39.3	29827	30.4
2 LESS THAN 100% BUT MORE THAN 75%	-	-	-	-
3 75% OF PREMIUM	7	6.0	5400	5.5
4 LESS THAN 75% BUT MORE THAN 50%	7	6.0	1578	1.6
5 50% OF PREMIUM	27	23.1	9002	9.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	8.5	4395	4.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	7	6.0	42117	42.9
TOTAL	117	100.0	98082	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	15	12.8	6427	6.6
1 LESS THAN $ 5,000	2	1.7	475	0.5
2 $5,001 TO $10,000	1	0.9	196	0.2
3 $10,001 TO $15,000	1	0.9	105	0.1
4 $15,001 TO $20,000	4	3.4	744	0.8
5 MORE THAN $20,000	20	17.1	20467	20.9
6 VARIES ACCORDING TO EARNINGS	37	31.6	57643	58.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	30	25.6	9399	9.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	7	6.0	2626	2.7
TOTAL	117	100.0	98082	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	64	54.7	23154	23.6
1 100% OF PREMIUM	24	20.5	59565	60.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	1.7	4060	4.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	1.7	799	0.8
5 50% OF PREMIUM	14	12.0	5990	6.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	2	1.7	529	0.5
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	2.6	1836	1.9
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	6	5.1	2149	2.2
TOTAL	117	100.0	98082	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	63	53.8	23084	23.5
1 LESS THAN $5,000	-	-	-	-
2 $5,001 TO $10,000	1	0.9	3110	3.2
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	0.9	120	0.1
5 MORE THAN $20,000	14	12.0	18221	18.6
6 VARIES ACCORDING TO EARNINGS	20	17.1	47706	48.7
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	12.0	5112	5.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	4	3.4	669	0.7
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	17	14.5	5330	5.4
1 100% OF PREMIUM	43	36.8	68887	70.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	2.6	519	0.5
3 75% OF PREMIUM	13	11.1	8275	8.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	12	10.3	3299	3.4
5 50% OF PREMIUM	25	21.4	10175	10.4
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	3.4	1597	1.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	117	100.0	98082	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	18	15.4	5453	5.6
1 BASIC (A)	4	3.4	1025	1.0
2 BASIC AND EXTENDED (A AND B)	19	16.2	5797	5.9
3 BASIC AND ORTHODONTIC (A AND C)	-	-	-	-
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	55	47.0	77362	78.9
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	20	17.1	8335	8.5
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	1	0.9	110	0.1
TOTAL	117	100.0	98082	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	44	37.6	27964	28.5
1 100% OF COST OF PLAN	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	2	1.7	396	0.4
5 50% OF COST OF PLAN	3	2.6	1914	2.0
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	56	47.9	61170	62.4
8 OTHER	12	10.3	6638	6.8
TOTAL	117	100.0	98082	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	59	50.4	34563	35.2
1 UNION	1	0.9	180	0.2
2 MANAGEMENT	6	5.1	44351	45.2
3 JOINT UNION-MANAGEMENT ADMINISTRATION	2	1.7	712	0.7
4 ADMINISTERED BY SEPARATE TRUSTEES	14	12.0	2523	2.6
5 OTHER	35	29.9	15753	16.1
TOTAL	117	100.0	98082	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	1.7	923	0.9
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	15	12.8	5998	6.1
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	23	19.7	8565	8.7
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	37	31.6	63293	64.5
4 BY UNION REPRESENTATIVE	15	12.8	8151	8.3
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	20	17.1	9611	9.8
7 CHOICE OF SEVERAL PROCEDURES	3	2.6	472	0.5
8 OTHER	2	1.7	1069	1.1
TOTAL	117	100.0	98082	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	18	15.4	8291	8.5
1 72 HOURS OR LESS	4	3.4	529	0.5
2 5 DAYS	15	12.8	5077	5.2
3 1 WEEK	-	-	-	-
4 10 DAYS	8	6.8	2515	2.6
5 2 WEEKS	12	10.3	13716	14.0
6 3 WEEKS	-	-	-	-
7 1 MONTH	27	23.1	50990	52.0
8 2 MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	3	2.6	562	0.6
10 OTHER	30	25.6	16402	16.7
TOTAL	117	100.0	98082	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	64	54.7	17342	17.7
1 PROVISION	53	45.3	80740	82.3
TOTAL	117	100.0	98082	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	70	59.8	78466	80.0
1 PROVISION	47	40.2	19616	20.0
TOTAL	117	100.0	98082	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	3	2.6	1728	1.8
1 SINGLE ARBITRATOR	15	12.8	8331	8.5
2 PERMANENT UMPIRE (NAMED)	2	1.7	300	0.3
3 TRIPARTITE BOARD	74	63.2	25706	26.2
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	17	14.5	57540	58.7
6 OTHER	6	5.1	4477	4.6
TOTAL	117	100.0	98082	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	115	98.3	97860	99.8
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	2	1.7	222	0.2
TOTAL	117	100.0	98082	100.0

SECTION 14 - MISCELLANEOUS PROVISIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	44	37.6	18685	19.1
1 PROVISION	73	62.4	79397	80.9
TOTAL	117	100.0	98082	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	38	32.5	10208	10.4
1 JOINT SAFETY COMMITTEE	21	17.9	9987	10.2
2 SAFETY CLOTHING OR EQUIPMENT	14	12.0	4799	4.9
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	-	-	-	-
4 1 AND 2	7	6.0	1905	1.9
5 1 AND 3	6	5.1	10934	11.1
6 2 AND 3	1	0.9	3571	3.6
7 1, 2 AND 3	27	23.1	55562	56.6
8 OTHER	3	2.6	1116	1.1
TOTAL	117	100.0	98082	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	55	47.0	19588	20.0
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	33	28.2	16135	16.5
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	1.7	602	0.6
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	0.9	370	0.4
4 RIGHT TO UNDERTAKE INSPECTIONS	10	8.5	11528	11.8
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	3	2.6	42432	43.3
7 COMBINATION OF 2, 3 AND 4	6	5.1	1709	1.7
8 OTHER	7	6.0	5718	5.8
TOTAL	117	100.0	98082	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	56	47.9	19379	19.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	37	31.6	29299	29.9
2 PROVISION FOR PAY OF SAFETY COMMITTEE	24	20.5	49404	50.4
TOTAL	117	100.0	98082	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	49	41.9	16386	16.7
1 APPRENTICESHIP	9	7.7	7828	8.0
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	13	11.1	4838	4.9
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	10	8.5	5981	6.1
4 1 AND 2	4	3.4	1221	1.2
5 1 AND 3	1	0.9	740	0.8
6 2 AND 3	8	6.8	1754	1.8
7 1, 2 AND 3	2	1.7	39732	40.5
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	3	2.6	755	0.8
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	3	2.6	10300	10.5
10 OTHER	15	12.8	8547	8.7
TOTAL	117	100.0	98082	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	78	66.7	31063	31.7
1 PROVISION	39	33.3	67019	68.3
TOTAL	117	100.0	98082	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	94	80.3	39950	40.7
1 PROVISION	23	19.7	58132	59.3
TOTAL	117	100.0	98082	100.0
FIELD 14-08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	40	34.2	14638	14.9
1 PROVISION	77	65.8	83444	85.1
TOTAL	117	100.0	98082	100.0
FIELD 14-09 TOOL ALLOWANCE				
0 NO PROVISION	81	69.2	43079	43.9
1 PROVISION	36	30.8	55003	56.1
TOTAL	117	100.0	98082	100.0

PART IIIa:
MUNICIPAL, PROVINCIAL & FEDERAL GOVERNMENT

(41 agreements covering 55,434 employees)

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	32	78.0	49231	88.8
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	6	14.6	1848	3.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	2.4	600	1.1
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	2	4.9	3755	6.8
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	2.4	120	0.2
1 100 - 199 EMPLOYEES	18	43.9	2496	4.5
2 200 - 499 EMPLOYEES	9	22.0	2660	4.8
3 500 - 999 EMPLOYEES	9	22.0	6530	11.8
4 1000 - 4999 EMPLOYEES	2	4.9	3876	7.0
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	2	4.9	39732	71.7
TOTAL	41	100.0	55434	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	36	87.8	52530	94.8
1 FEDERAL	5	12.2	2904	5.2
TOTAL	41	100.0	55434	100.0
FIELD 1-04 TERM OF AGREEMENT				
0 LESS THAN 1 YEAR	1	2.4	111	0.2
1 1 YEAR	5	12.2	1456	2.6
2 MORE THAN 1 YEAR, LESS THAN 2	2	4.9	39732	71.7
3 2 YEARS	28	68.3	9393	16.9
4 MORE THAN 2 YEARS, LESS THAN 3	2	4.9	1516	2.7
5 3 YEARS	3	7.3	3226	5.8
6 MORE THAN 3 YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 1-05 EXPIRY DATE OF AGREEMENT				
0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	3	7.3	1117	2.0
3 1ST HALF OF 1981	3	7.3	865	1.6
4 2ND HALF OF 1981	17	41.5	9112	16.4
5 1ST HALF OF 1982	2	4.9	254	0.5
6 2ND HALF OF 1982	14	34.1	42746	77.1
7 LATER THAN 1982	2	4.9	1340	2.4
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	9	22.0	4233	7.6
1 CAPITAL REGION	8	19.5	2443	4.4
2 FRASER VALLEY	5	12.2	811	1.5
3 COAST	6	14.6	753	1.4
4 OKANAGAN CARIBOO	3	7.3	1400	2.5
5 KOOTENAY	1	2.4	150	0.3
6 NORTH	-	-	-	-
7 TWO OR MORE REGIONS	7	17.1	44304	79.9
8 INTER-PROVINCIAL	2	4.9	1340	2.4
TOTAL	41	100.0	55434	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	8	19.5	3288	5.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	27	65.9	50649	91.4
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	3	7.3	683	1.2
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	3	7.3	814	1.5
4 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	22	53.7	7509	13.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	9	22.0	44316	79.9
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	2	4.9	500	0.9
4 COMBINATION OF 1, 2, AND/OR 3	3	7.3	773	1.4
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	5	12.2	2336	4.2
TOTAL	41	100.0	55434	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	9	22.0	4490	8.1
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	19	46.3	4366	7.9
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	8	19.5	44302	79.9
4 RAND FORMULA	2	4.9	987	1.8
5 MAINTENANCE OF MEMBERSHIP	-	-	-	-
6 SLOAN FORMULA	-	-	-	-
7 OTHER	3	7.3	1289	2.3
TOTAL	41	100.0	55434	100.0
FIELD 2-04 UNION DUES CHECK-OFF				
0 NO PROVISION	1	2.4	116	0.2
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	20	48.8	43982	79.3
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	11	26.8	6826	12.3
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	5	12.2	1941	3.5
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	4	9.8	2569	4.6
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	21	51.2	7556	13.6
1 CROSS PICKET LINES	19	46.3	47408	85.5
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 OTHER	1	2.4	470	0.8
TOTAL	41	100.0	55434	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	7	17.1	3140	5.7
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	27	65.9	10771	19.4
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	1	2.4	470	0.8
5 EMPLOYER AND DEPARTMENT	3	7.3	377	0.7
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	2	4.9	39732	71.7
8 OTHER	1	2.4	944	1.7
TOTAL	41	100.0	55434	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	9	22.0	7191	13.0
1 1 CALENDAR MONTH	-	-	-	-
2 2 CALENDAR MONTHS	-	-	-	-
3 3 CALENDAR MONTHS	13	31.7	3530	6.4
4 6 CALENDAR MONTHS	13	31.7	43103	77.8
5 30 WORKING DAYS	-	-	-	-
6 45 WORKING DAYS	-	-	-	-
7 60 WORKING DAYS	1	2.4	190	0.3
8 240 WORKING HOURS	-	-	-	-
9 OTHER	5	12.2	1420	2.6
TOTAL	41	100.0	55434	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	8	19.5	6891	12.4
1 STRAIGHT SENIORITY	1	2.4	110	0.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	10	24.4	2525	4.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	17	41.5	5681	10.2
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	12.2	40227	72.6
5 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	13	31.7	6494	11.7
1 STRAIGHT SENIORITY	9	22.0	43551	78.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	10	24.4	2260	4.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	9.8	1690	3.0
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	4	9.8	939	1.7
5 OTHER	1	2.4	500	0.9
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	17	41.5	7061	12.7
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	2	4.9	770	1.4
3 72 HOURS	1	2.4	740	1.3
4 1 WEEK	4	9.8	594	1.1
5 2 WEEKS	4	9.8	1565	2.8
6 1 MONTH	2	4.9	2956	5.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	11	26.8	41748	75.3
TOTAL	41	100.0	55434	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	13	31.7	6494	11.7
1 STRAIGHT SENIORITY	5	12.2	42818	77.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	15	36.6	3953	7.1
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	7.3	950	1.7
4 SENIORITY CONSIDERED WITH OTHER FACTORS	4	9.8	939	1.7
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	2.4	280	0.5
TOTAL	41	100.0	55434	100.0
FIELD 3-07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	14	34.1	7014	12.7
1 FAILURE TO REPORT WHEN NOTIFIED	2	4.9	317	0.6
2 AFTER A SPECIFIED PERIOD OFF WORK	5	12.2	3507	6.3
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	20	48.8	44596	80.4
TOTAL	41	100.0	55434	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	17	41.5	7831	14.1
1 LESS THAN SIX MONTHS	1	2.4	250	0.5
2 SIX MONTHS	4	9.8	765	1.4
3 1 YEAR	7	17.1	43234	78.0
4 2 YEARS	-	-	-	-
5 GRADUATED BY LENGTH OF SERVICE	8	19.5	1649	3.0
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	4	9.8	1705	3.1
TOTAL	41	100.0	55434	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	31	75.6	52073	93.9
1 UP TO 1 YEAR	2	4.9	760	1.4
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	-	-	-	-
3 GREATER THAN 2 YEARS	1	2.4	1100	2.0
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	-	-	-	-
5 OTHER	7	17.1	1501	2.7
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	29	70.7	50689	91.4
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	4	9.8	1153	2.1
3 SENIORITY RETAINED INDEFINITELY	6	14.6	2375	4.3
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	2	4.9	1217	2.2
TOTAL	41	100.0	55434	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	40	97.6	54694	98.7
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES, ETC.	1	2.4	740	1.3
3 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	10	24.4	5940	10.7
1 PROVISION	31	75.6	49494	89.3
TOTAL	41	100.0	55434	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	30	73.2	9835	17.7
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	2	4.9	2887	5.2
3 BOTH OLDER AND DISABLED WORKERS	9	22.0	42712	77.1
TOTAL	41	100.0	55434	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	40	97.6	55323	99.8
1 PROVISION	1	2.4	111	0.2
TOTAL	41	100.0	55434	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	41	100.0	55434	100.0
1 PROVISION	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	41	100.0	55434	100.0
1 PROVISION	-	-	-	-
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	10	24.4	4087	7.4
1 REGULAR RATE OF EMPLOYEE	1	2.4	157	0.3
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	26	63.4	50163	90.5
3 RATE OF TEMPORARY JOB	2	4.9	227	0.4
4 OTHER	2	4.9	800	1.4
TOTAL	41	100.0	55434	100.0
FIELD 4-07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	37	90.2	15445	27.9
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.4	117	0.2
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.4	140	0.3
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	2	4.9	39732	71.7
TOTAL	41	100.0	55434	100.0
FIELD 4-08 MOONLIGHTING				
0 NO PROVISION	35	85.4	53494	96.5
1 PROHIBITED	3	7.3	826	1.5
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	2	4.9	914	1.6
3 OTHER	1	2.4	200	0.4
TOTAL	41	100.0	55434	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	12	29.3	6671	12.0
1 LESS THAN 3 MONTHS	2	4.9	1084	2.0
2 3 MONTHS	19	46.3	6863	12.4
3 6 MONTHS	2	4.9	530	1.0
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	4	9.8	554	1.0
6 OTHER	2	4.9	39732	71.7
TOTAL	41	100.0	55434	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	17	41.5	47797	86.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	1	2.4	150	0.3
2 CONSULTATION - DETAILS NOT SPECIFIED	23	56.1	7487	13.5
3 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	19	46.3	49256	88.9
1 PROVISION	22	53.7	6178	11.1
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	23	56.1	51064	92.1
1 STRAIGHT LAYOFF	1	2.4	225	0.4
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	5	12.2	1602	2.9
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	-	-	-	-
4 WORK FORCE REDUCED THROUGH ATTRITION	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 3 AND 4	1	2.4	180	0.3
8 COMBINATION OF 2, 3 AND 4	-	-	-	-
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	7	17.1	1749	3.2
10 OTHER	4	9.8	614	1.1
TOTAL	41	100.0	55434	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	38	92.7	54099	97.6
1 LESS THAN 1 YEAR	-	-	-	-
2 1 YEAR	-	-	-	-
3 2 YEARS	-	-	-	-
4 3 YEARS	1	2.4	115	0.2
5 4 YEARS	-	-	-	-
6 5 YEARS	1	2.4	600	1.1
7 10 YEARS	1	2.4	620	1.1
8 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	36	87.8	53832	97.1
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	3	7.3	1330	2.4
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
6 OTHER	2	4.9	272	0.5
TOTAL	41	100.0	55434	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	37	90.2	54432	98.2
1 LESS THAN 20 WEEKS' PAY	3	7.3	845	1.5
2 20 WEEKS' PAY	-	-	-	-
3 26 WEEKS' PAY	1	2.4	157	0.3
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	-	-	-	-
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 5-08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	38	92.7	54599	98.5
1 LESS THAN 3 MONTHS	2	4.9	715	1.3
2 3 MONTHS	-	-	-	-
3 6 MONTHS	-	-	-	-
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
6 BY LENGTH OF SERVICE	1	2.4	120	0.2
7 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	29	70.7	52044	93.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	7	17.1	2713	4.9
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	2.4	115	0.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	2	4.9	347	0.6
6 OTHER	2	4.9	215	0.4
TOTAL	41	100.0	55434	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	33	80.5	53058	95.7
1 EMPLOYER PROGRAM	1	2.4	145	0.3
2 UNION PROGRAM	-	-	-	-
3 JOINT EMPLOYER-UNION PROGRAM	-	-	-	-
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	-	-	-	-
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	7	17.1	2231	4.0
6 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	18	43.9	47956	86.5
1 UNION-MANAGEMENT CONSULTATION ONLY	3	7.3	1299	2.3
2 ARBITRATION OF WAGE RATE	19	46.3	5809	10.5
3 OTHER	1	2.4	370	0.7
TOTAL	41	100.0	55434	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	2	4.9	340	0.6
1 WAGE INCREASE EVERY SIX MONTHS	5	12.2	1530	2.8
2 WAGE INCREASE YEARLY	14	34.1	3961	7.1
3 IRREGULARLY SCHEDULED WAGE INCREASES	17	41.5	9064	16.4
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	3	7.3	40539	73.1
TOTAL	41	100.0	55434	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	27	65.9	10421	18.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	5	12.2	2904	5.2
3 COST-OF-LIVING ALLOWANCE CLAUSE	6	14.6	2235	4.0
4 COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 OTHER	3	7.3	39874	71.9
TOTAL	41	100.0	55434	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	29	70.7	49700	89.7
1 SEVERANCE PAY	11	26.8	5624	10.1
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	1	2.4	110	0.2
4 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	29	70.7	49700	89.7
1 LESS THAN 1 YEAR	-	-	-	-
2 1 YEAR	7	17.1	3125	5.6
3 2 YEARS	-	-	-	-
4 3 YEARS	-	-	-	-
5 5 YEARS	2	4.9	1070	1.9
6 10 YEARS	3	7.3	1539	2.8
7 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	29	70.7	49700	89.7
1 1 DAY'S PAY PER YEAR OF SERVICE	1	2.4	740	1.3
2 1 WEEK'S PAY PER YEAR OF SERVICE	4	9.8	1906	3.4
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	1	2.4	600	1.1
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	6	14.6	2488	4.5
TOTAL	41	100.0	55434	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	33	80.5	51689	93.2
1 LESS THAN 20 WEEKS' PAY	2	4.9	730	1.3
2 20 WEEKS' PAY	-	-	-	-
3 26 WEEKS' PAY	-	-	-	-
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	-	-	-	-
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	-	-	-	-
8 OTHER	6	14.6	3015	5.4
TOTAL	41	100.0	55434	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			116	0.3
1 6 HOURS			-	-
2 7 HOURS			225	0.6
3 7 1/2 HOURS			696	1.9
4 8 HOURS			6223	16.9
5 9 HOURS			102	0.3
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			3958	10.7
TOTAL			36902	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 6 HOURS			-	-
2 7 HOURS			15446	83.3
3 7 1/2 HOURS			1371	7.4
4 8 HOURS			-	-
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			1715	9.3
TOTAL			18532	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			116	0.3
1 3 DAYS			-	-
2 4 DAYS			102	0.3
3 5 DAYS			7394	20.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			2776	7.5
7 OTHER			932	2.5
TOTAL			36902	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 3 DAYS			-	-
2 4 DAYS			-	-
3 5 DAYS			17377	93.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			1155	6.2
TOTAL			18532	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			116	0.3
1 32 HOURS			-	-
2 35 HOURS			475	1.3
3 37 1/2 HOURS			696	1.9
4 40 HOURS			6223	16.9
5 OTHER			3810	10.3
TOTAL			36902	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 32 HOURS			-	-
2 35 HOURS			16601	89.6
3 37 1/2 HOURS			1371	7.4
4 40 HOURS			-	-
5 OTHER			560	3.0
TOTAL			18532	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	3	7.3	1753	3.2
1 2 DAYS (CONSECUTIVE)	35	85.4	52592	94.9
2 2 DAYS (NOT CONSECUTIVE)	-	-	-	-
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	-	-	-	-
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	3	7.3	1089	2.0
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	35	85.4	53508	96.5
1 3 HOURS' PAY	2	4.9	740	1.3
2 4 HOURS' PAY	2	4.9	736	1.3
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	2	4.9	450	0.8
TOTAL	41	100.0	55434	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	38	92.7	54394	98.1
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	2	4.9	440	0.8
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	1	2.4	600	1.1
TOTAL	41	100.0	55434	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	12	29.3	6924	12.5
1 ONE 10 MINUTE BREAK	1	2.4	110	0.2
2 TWO 10 MINUTE BREAKS	14	34.1	4981	9.0
3 TWO 15 MINUTE BREAKS	14	34.1	43419	78.3
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	19	46.3	7269	13.1
1 LESS THAN 1 FULL DAY	-	-	-	-
2 1 DAY (24 HOURS)	4	9.8	538	1.0
3 48 HOURS	9	22.0	43972	79.3
4 72 HOURS	-	-	-	-
5 1 WEEK	2	4.9	1173	2.1
6 2 WEEKS OR MORE	2	4.9	262	0.5
7 NOTICE MENTIONED BUT NOT SPECIFIED	2	4.9	572	1.0
8 OTHER	3	7.3	1648	3.0
TOTAL	41	100.0	55434	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	38	92.7	52184	94.1
1 PROVISION	3	7.3	3250	5.9
TOTAL	41	100.0	55434	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	37	90.2	14543	26.2
1 PROVISION	4	9.8	40891	73.8
TOTAL	41	100.0	55434	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	33	80.5	10740	19.4
1 PROVISION	8	19.5	44694	80.6
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	26	63.4	6742	12.2
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	1	2.4	125	0.2
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	1	2.4	620	1.1
4 TO COMMENCE DURING TERM OF AGREEMENT	1	2.4	117	0.2
5 UNDER STUDY	2	4.9	1210	2.2
6 OTHER	10	24.4	46620	84.1
TOTAL	41	100.0	55434	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	4	9.8	1837	3.3
1 1 1/2 X FOR 1 HOUR, THEN 2 X	2	4.9	320	0.6
2 1 1/2 X FOR 2 HOURS, THEN 2 X	18	43.9	47612	85.9
3 1 1/2 X FOR 3 HOURS, THEN 2 X	8	19.5	1369	2.5
4 1 1/2 X FOR 4 HOURS, THEN 2 X	4	9.8	1323	2.4
5 1 1/2 X FOR 8 HOURS, THEN 2 X	1	2.4	537	1.0
6 2 X	1	2.4	145	0.3
7 OTHER	3	7.3	2291	4.1
TOTAL	41	100.0	55434	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	5	12.2	1962	3.5
1 1 1/2 X FOR 1 HOUR, THEN 2 X	2	4.9	510	0.9
2 1 1/2 X FOR 2 HOURS, THEN 2 X	13	31.7	7268	13.1
3 1 1/2 X FOR 3 HOURS, THEN 2 X	6	14.6	1024	1.8
4 1 1/2 X FOR 4 HOURS, THEN 2 X	5	12.2	1443	2.6
5 1 1/2 X FOR 8 HOURS, THEN 2 X	1	2.4	537	1.0
6 2 X	6	14.6	40399	72.9
7 OTHER	3	7.3	2291	4.1
TOTAL	41	100.0	55434	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	8	19.5	2842	5.1
1 1 1/2 X	3	7.3	1126	2.0
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	1	2.4	110	0.2
4 1 1/2 X FOR 3 HOURS, THEN 2 X	3	7.3	580	1.0
5 1 1/2 X FOR 4 HOURS, THEN 2 X	2	4.9	339	0.6
6 2 X	17	41.5	47096	85.0
7 OTHER	7	17.1	3341	6.0
TOTAL	41	100.0	55434	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	7	17.1	2722	4.9
1 1 1/2 X	1	2.4	944	1.7
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	33	80.5	51768	93.4
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	3	7.3	1025	1.8
1 PAY ONLY	4	9.8	606	1.1
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	34	82.9	53803	97.1
4 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	34	82.9	12392	22.4
1 RIGHT TO REFUSE OVERTIME	7	17.1	43042	77.6
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	27	65.9	8729	15.7
1 PROVISION	14	34.1	46705	84.3
TOTAL	41	100.0	55434	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	37	90.2	54091	97.6
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	2	4.9	260	0.5
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	1	2.4	803	1.4
7 OTHER	1	2.4	280	0.5
TOTAL	41	100.0	55434	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	34	82.9	52552	94.8
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	1	2.4	150	0.3
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	3	7.3	1653	3.0
7 OTHER	3	7.3	1079	1.9
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	1	2.4	212	0.4
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	1	2.4	110	0.2
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	5	12.2	2797	5.0
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	1	2.4	111	0.2
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	8	19.5	1834	3.3
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	13	31.7	47167	85.1
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	3	7.3	476	0.9
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	2.4	117	0.2
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	2.4	150	0.3
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	7	17.1	2460	4.4
TOTAL	41	100.0	55434	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	22	53.7	7535	13.6
1 ON OVERTIME, CALL-IN, HOLIDAY ETC.	15	36.6	43673	78.8
2 ON DESIGNATED SHIFTS	1	2.4	110	0.2
3 1 AND 2	1	2.4	803	1.4
4 OTHER	2	4.9	3313	6.0
TOTAL	41	100.0	55434	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	19	46.3	6996	12.6
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	2	4.9	1090	2.0
4 $4.00 TO $4.99	1	2.4	803	1.4
5 $5.00 AND MORE	9	22.0	41751	75.3
6 MEAL PROVIDED	2	4.9	400	0.7
7 OTHER	8	19.5	4394	7.9
TOTAL	41	100.0	55434	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	29	70.7	9130	16.5
1 1 1/2 X	3	7.3	1318	2.4
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	2	4.9	870	1.6
4 FLAT AMOUNT	-	-	-	-
5 OTHER	7	17.1	44116	79.6
TOTAL	41	100.0	55434	100.0
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	9	22.0	3224	5.8
1 PROVISION	32	78.0	52210	94.2
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	20	48.8	47968	86.5
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	3	7.3	877	1.6
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	10	24.4	2536	4.6
3 PERCENTAGE OF REGULAR RATE	1	2.4	803	1.4
4 REDUCED SHIFT	-	-	-	-
5 OTHER	7	17.1	3250	5.9
TOTAL	41	100.0	55434	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	8	19.5	3282	5.9
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	3	7.3	970	1.7
3 20 - 29 CENTS PER HOUR	6	14.6	1616	2.9
4 30 - 50 CENTS PER HOUR	8	19.5	4878	8.8
5 MORE THAN 50 CENTS PER HOUR	6	14.6	41433	74.7
6 1/2 HOUR'S PAY PER SHIFT	2	4.9	267	0.5
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	4	9.8	2028	3.7
9 FLAT AMOUNT PER SHIFT	1	2.4	373	0.7
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	2.4	190	0.3
11 OTHER	2	4.9	397	0.7
TOTAL	41	100.0	55434	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	8	19.5	3282	5.9
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	5	12.2	1190	2.1
4 30 - 49 CENTS PER HOUR	4	9.8	1272	2.3
5 50 - 75 CENTS PER HOUR	13	31.7	46290	83.5
6 MORE THAN 75 CENTS PER HOUR	1	2.4	145	0.3
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 1 HOUR'S PAY PER SHIFT	2	4.9	267	0.5
9 2 HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	4	9.8	2028	3.7
11 FLAT AMOUNT PER SHIFT	1	2.4	373	0.7
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	2.4	190	0.3
13 OTHER	2	4.9	397	0.7
TOTAL	41	100.0	55434	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	34	82.9	52830	95.3
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	1	2.4	104	0.2
4 30 - 50 CENTS PER HOUR	1	2.4	110	0.2
5 MORE THAN 50 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	3	7.3	1173	2.1
9 OTHER	2	4.9	1217	2.2
TOTAL	41	100.0	55434	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	-	-	-	-
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	-	-	-	-
4 11 DAYS	39	95.1	51918	93.7
5 12 DAYS	2	4.9	3516	6.3
6 13 DAYS	-	-	-	-
7 14 DAYS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	18	43.9	47791	86.2
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	8	19.5	1810	3.3
2 MINIMUM LENGTH OF SERVICE	9	22.0	3918	7.1
3 1 AND 2	5	12.2	1775	3.2
4 OTHER	1	2.4	140	0.3
TOTAL	41	100.0	55434	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	25	61.0	49402	89.1
1 LESS THAN 1 MONTH	2	4.9	757	1.4
2 1 MONTH	7	17.1	2405	4.3
3 2 MONTHS	-	-	-	-
4 3 MONTHS	-	-	-	-
5 MORE THAN 3 MONTHS	2	4.9	1007	1.8
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	3	7.3	774	1.4
7 OTHER	2	4.9	1089	2.0
TOTAL	41	100.0	55434	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	2	4.9	1057	1.9
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	12	29.3	4085	7.4
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	19	46.3	5888	10.6
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	3	7.3	1410	2.5
5 OTHER	5	12.2	42994	77.6
TOTAL	41	100.0	55434	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	4	9.8	1176	2.1
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	32	78.0	52029	93.9
2 AN EXTRA DAY'S PAY	-	-	-	-
3 EITHER 1 OR 2	3	7.3	1814	3.3
4 OTHER	2	4.9	415	0.7
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	12	29.3	4464	8.1
1 ANOTHER PAID DAY OFF	27	65.9	50579	91.2
2 ANOTHER DAY'S PAY	1	2.4	280	0.5
3 EITHER 1 OR 2	1	2.4	111	0.2
4 NOT GRANTED	-	-	-	-
TOTAL	41	100.0	55434	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	5	12.2	1276	2.3
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	2	4.9	3149	5.7
2 1 WEEK AFTER 6 MONTHS	1	2.4	979	1.8
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	27	65.9	47153	85.1
4 OTHER	6	14.6	2877	5.2
TOTAL	41	100.0	55434	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	2.4	200	0.4
1 2 WEEKS	-	-	-	-
2 3 WEEKS	-	-	-	-
3 4 WEEKS	-	-	-	-
4 5 WEEKS	14	34.1	5363	9.7
5 6 WEEKS	23	56.1	49511	89.3
6 7 WEEKS	1	2.4	120	0.2
7 OTHER	2	4.9	240	0.4
TOTAL	41	100.0	55434	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	1	2.4	225	0.4
1 YEAR OF SERVICE	27	65.9	49153	88.7
2 YEARS	7	17.1	858	1.5
3 YEARS	2	4.9	947	1.7
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	3	7.3	4126	7.4
12 OTHER	1	2.4	125	0.2
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10=04 PAID VACATION = 4 WEEKS				
0 NO PROVISION	1	2.4	125	0.2
1 YEAR OF SERVICE	4	9.8	4351	7.8
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	1	2.4	179	0.3
6 YEARS	1	2.4	157	0.3
7 YEARS	7	17.1	41846	75.5
8 YEARS	8	19.5	1632	2.9
9 YEARS	7	17.1	2139	3.9
10 YEARS	11	26.8	4198	7.6
11 YEARS	1	2.4	807	1.5
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 10=05 PAID VACATION = 5 WEEKS				
0 NO PROVISION	1	2.4	125	0.2
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	1	2.4	2776	5.0
11 YEARS	-	-	-	-
12 YEARS	3	7.3	39911	72.0
13 YEARS	1	2.4	199	0.4
14 YEARS	-	-	-	-
15 YEARS	8	19.5	3462	6.2
16 YEARS	5	12.2	1227	2.2
17 YEARS	8	19.5	1944	3.5
18 YEARS	3	7.3	1337	2.4
19 YEARS	-	-	-	-
20 YEARS	2	4.9	266	0.5
21 YEARS	2	4.9	947	1.7
22 YEARS	6	14.6	3015	5.4
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	1	2.4	225	0.4
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	41	100.0	55434	100.0

FIELD 10-06 PAID VACATION - 6 WEEKS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	15	36.6	5488	9.9
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	6	14.6	43964	79.3
21 YEARS	-	-	-	-
22 YEARS	1	2.4	944	1.7
23 YEARS	3	7.3	1030	1.9
24 YEARS	7	17.1	1286	2.3
25 YEARS	6	14.6	1760	3.2
26 YEARS	3	7.3	962	1.7
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	41	100.0	55434	100.0

FIELD 10-07 PAID VACATION - 7 WEEKS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	39	95.1	55199	99.6
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	2	4.9	235	0.4
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	13	31.7	7798	14.1
1 REGULAR PAY	18	43.9	45147	81.4
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	6	14.6	1325	2.4
3 1 OR 2, WHICHEVER IS GREATER	4	9.8	1164	2.1
4 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	18	43.9	5102	9.2
1 WITH LIMITATIONS	18	43.9	49088	88.6
2 WITHOUT LIMITATIONS	2	4.9	749	1.4
3 NOT ALLOWED	2	4.9	379	0.7
4 OTHER	1	2.4	116	0.2
TOTAL	41	100.0	55434	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	25	61.0	47591	85.9
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	12	29.3	3593	6.5
3 OTHER	4	9.8	4250	7.7
TOTAL	41	100.0	55434	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	3	7.3	2203	4.0
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	21	51.2	7024	12.7
4 4 DAYS	2	4.9	1090	2.0
5 5 DAYS	5	12.2	40281	72.7
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	8	19.5	1320	2.4
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	4.9	3516	6.3
8 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	9	22.0	3371	6.1
1 PROVISION FOR FULL REGULAR PAY	32	78.0	52063	93.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	4	9.8	2700	4.9
1 PAID LEAVE	1	2.4	116	0.2
2 UNPAID LEAVE	11	26.8	3477	6.3
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	25	61.0	49141	88.6
4 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	32	78.0	10514	19.0
1 1 DAY	1	2.4	200	0.4
2 2 DAYS	-	-	-	-
3 3 DAYS	3	7.3	42508	76.7
4 5 DAYS	5	12.2	2212	4.0
5 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	35	85.4	13232	23.9
1 1 MONTHS' SERVICE	-	-	-	-
2 2 TO 6 MONTHS' SERVICE	6	14.6	42202	76.1
3 MORE THAN 6 MONTHS	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	14	34.1	5096	9.2
1 16 WEEKS	-	-	-	-
2 18 WEEKS	-	-	-	-
3 19 - 25 WEEKS	5	12.2	1013	1.8
4 26 WEEKS	16	39.0	46629	84.1
5 27 - 52 WEEKS	1	2.4	979	1.8
6 OTHER	5	12.2	1717	3.1
TOTAL	41	100.0	55434	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	25	61.0	9180	16.6
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	11	26.8	5705	10.3
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	3	7.3	39922	72.0
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	2	4.9	627	1.1
TOTAL	41	100.0	55434	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	26	63.4	8765	15.8
1 1 DAY	10	24.4	45511	82.1
2 2 DAYS	1	2.4	373	0.7
3 3 DAYS	-	-	-	-
4 OTHER	4	9.8	785	1.4
TOTAL	41	100.0	55434	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	18	43.9	8215	14.8
1 PROVISION EXISTS	23	56.1	47219	85.2
TOTAL	41	100.0	55434	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	21	51.2	6979	12.6
1 PROVISION	20	48.8	48455	87.4
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	31	75.6	10053	18.1
1 1 DAY	1	2.4	373	0.7
2 2 DAYS	2	4.9	1053	1.9
3 3 DAYS	2	4.9	3376	6.1
4 5 DAYS	2	4.9	310	0.6
5 OTHER	3	7.3	40269	72.6
TOTAL	41	100.0	55434	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	6	14.6	3015	5.4
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	35	85.4	52419	94.6
3 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	17	41.5	5445	9.8
1 IMMEDIATELY ON BEING EMPLOYED	1	2.4	142	0.3
2 1 MONTH	-	-	-	-
3 3 MONTHS	3	7.3	454	0.8
4 6 MONTHS	6	14.6	2977	5.4
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	12	29.3	46189	83.3
7 OTHER	2	4.9	227	0.4
TOTAL	41	100.0	55434	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	41	100.0	55434	100.0
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 39 CENTS PER HOUR	-	-	-	-
5 40 - 49 CENTS PER HOUR	-	-	-	-
6 50 - 75 CENTS PER HOUR	-	-	-	-
7 MORE THAN 75 CENTS PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	6	14.6	3015	5.4
1 100% OF PREMIUM	18	43.9	46056	83.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	4.9	285	0.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	7.3	947	1.7
5 50% OF PREMIUM	11	26.8	4324	7.8
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.4	807	1.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	12	29.3	4713	8.5
1 100% OF PREMIUM	15	36.6	45694	82.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	4.9	285	0.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	4.9	347	0.6
5 50% OF PREMIUM	9	22.0	3588	6.5
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.4	807	1.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	1	2.4	225	0.4
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	21	51.2	7194	13.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	6	14.6	1339	2.4
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	7.3	987	1.8
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	8	19.5	44602	80.5
7 OTHER	2	4.9	1087	2.0
TOTAL	41	100.0	55434	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	8	19.5	2298	4.1
1 LESS THAN 6 DAYS PER YEAR	2	4.9	917	1.7
2 1/2 DAY PER MONTH - 6 DAYS PER YEAR	4	9.8	43608	78.7
3 1 DAY PER MONTH - 12 DAYS PER YEAR	1	2.4	105	0.2
4 1 1/4 DAYS PER MONTH - 15 DAYS PER YEAR	10	24.4	4079	7.4
5 1 1/2 DAYS PER MONTH - 18 DAYS PER YEAR	9	22.0	2576	4.6
6 1 2/3 DAYS PER MONTH- 20 DAYS PER YEAR	1	2.4	125	0.2
7 2 DAYS PER MONTH - 24 DAYS PER YEAR	-	-	-	-
8 OTHER	6	14.6	1726	3.1
TOTAL	41	100.0	55434	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	13	31.7	44503	80.3
1 30 DAYS OR LESS	1	2.4	1100	2.0
2 31 TO 90 DAYS	1	2.4	145	0.3
3 91 TO 120 DAYS	4	9.8	1175	2.1
4 121 TO 150 DAYS	8	19.5	2143	3.9
5 151 TO 200 DAYS	5	12.2	1168	2.1
6 201 TO 250 DAYS	1	2.4	157	0.3
7 MORE THAN 250 DAYS, BUT LIMITED	4	9.8	834	1.5
8 UNLIMITED ACCUMULATION	2	4.9	1317	2.4
9 OTHER	2	4.9	2892	5.2
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	26	63.4	47552	85.8
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	2.4	145	0.3
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	2	4.9	1134	2.0
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	9	22.0	5609	10.1
4 COMBINATION	-	-	-	-
5 OTHER	3	7.3	994	1.8
TOTAL	41	100.0	55434	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	28	68.3	8839	15.9
1 100% OF PREMIUM	5	12.2	43718	78.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	2.4	117	0.2
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.4	600	1.1
5 50% OF PREMIUM	1	2.4	105	0.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	4.9	986	1.8
9 OTHER	3	7.3	1069	1.9
TOTAL	41	100.0	55434	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	29	70.7	9038	16.3
1 12 WEEKS OR LESS	1	2.4	117	0.2
2 13 WEEKS	-	-	-	-
3 26 WEEKS	5	12.2	44208	79.7
4 39 WEEKS	-	-	-	-
5 52 WEEKS	1	2.4	105	0.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	4.9	986	1.8
8 OTHER	3	7.3	980	1.8
TOTAL	41	100.0	55434	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	29	70.7	9038	16.3
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	-	-	-	-
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	-	-	-	-
5 MORE THAN $200 PER WEEK	1	2.4	600	1.1
6 PERCENTAGE OF EARNINGS	8	19.5	44700	80.6
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
8 VARIES ACCORDING TO EARNINGS	-	-	-	-
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	4.9	986	1.8
10 OTHER	1	2.4	110	0.2
TOTAL	41	100.0	55434	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	24	58.5	6995	12.6
1 PROVISION	17	41.5	48439	87.4
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	6	14.6	3015	5.4
1 100% OF PREMIUM	13	31.7	4975	9.0
2 LESS THAN 100% BUT MORE THAN 75%	-	-	-	-
3 75% OF PREMIUM	1	2.4	145	0.3
4 LESS THAN 75% BUT MORE THAN 50%	2	4.9	715	1.3
5 50% OF PREMIUM	13	31.7	4615	8.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	4.9	947	1.7
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	4	9.8	41022	74.0
TOTAL	41	100.0	55434	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	6	14.6	3015	5.4
1 LESS THAN $ 5,000	2	4.9	475	0.9
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	1	2.4	105	0.2
4 $15,001 TO $20,000	4	9.8	744	1.3
5 MORE THAN $20,000	8	19.5	4803	8.7
6 VARIES ACCORDING TO EARNINGS	14	34.1	44757	80.7
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	12.2	1345	2.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	2.4	190	0.3
TOTAL	41	100.0	55434	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	23	56.1	7479	13.5
1 100% OF PREMIUM	8	19.5	43163	77.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.4	600	1.1
5 50% OF PREMIUM	7	17.1	2950	5.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	2	4.9	1242	2.2
TOTAL	41	100.0	55434	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	23	56.1	7479	13.5
1 LESS THAN $5,000	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	2.4	120	0.2
5 MORE THAN $20,000	5	12.2	3823	6.9
6 VARIES ACCORDING TO EARNINGS	9	22.0	43643	78.7
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	3	7.3	369	0.7
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	7	17.1	3160	5.7
1 100% OF PREMIUM	15	36.6	45666	82.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	4.9	349	0.6
3 75% OF PREMIUM	1	2.4	140	0.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	9.8	1062	1.9
5 50% OF PREMIUM	11	26.8	4250	7.7
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.4	807	1.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	7	17.1	3160	5.7
1 BASIC (A)	2	4.9	725	1.3
2 BASIC AND EXTENDED (A AND B)	9	22.0	1934	3.5
3 BASIC AND ORTHODONTIC (A AND C)	-	-	-	-
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	19	46.3	48454	87.4
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	7.3	1051	1.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	1	2.4	110	0.2
TOTAL	41	100.0	55434	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	18	43.9	10070	18.2
1 100% OF COST OF PLAN	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	1	2.4	116	0.2
5 50% OF COST OF PLAN	2	4.9	1751	3.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	20	48.8	43497	78.5
8 OTHER	-	-	-	-
TOTAL	41	100.0	55434	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	23	56.1	11830	21.3
1 UNION	-	-	-	-
2 MANAGEMENT	2	4.9	39732	71.7
3 JOINT UNION-MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	3	7.3	463	0.8
5 OTHER	13	31.7	3409	6.1
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 14 - MISCELLANEOUS PROVISIONS				
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	15	36.6	4231	7.6
1 PROVISION	26	63.4	51203	92.4
TOTAL	41	100.0	55434	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	12	29.3	2760	5.0
1 JOINT SAFETY COMMITTEE	7	17.1	2635	4.8
2 SAFETY CLOTHING OR EQUIPMENT	9	22.0	3383	6.1
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	-	-	-	-
4 1 AND 2	3	7.3	1005	1.8
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	8	19.5	44743	80.7
8 OTHER	2	4.9	908	1.6
TOTAL	41	100.0	55434	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	24	58.5	7251	13.1
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	8	19.5	2359	4.3
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	2.4	120	0.2
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	2.4	370	0.7
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	2	4.9	39732	71.7
7 COMBINATION OF 2, 3 AND 4	2	4.9	919	1.7
8 OTHER	3	7.3	4683	8.4
TOTAL	41	100.0	55434	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	22	53.7	6581	11.9
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	12	29.3	6685	12.1
2 PROVISION FOR PAY OF SAFETY COMMITTEE	7	17.1	42168	76.1
TOTAL	41	100.0	55434	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	22	53.7	9492	17.1
1 APPRENTICESHIP	1	2.4	370	0.7
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	6	14.6	2062	3.7
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	3	7.3	1615	2.9
4 1 AND 2	2	4.9	799	1.4
5 1 AND 3	1	2.4	740	1.3
6 2 AND 3	3	7.3	399	0.7
7 1, 2 AND 3	2	4.9	39732	71.7
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	1	2.4	225	0.4
TOTAL	41	100.0	55434	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	32	78.0	11754	21.2
1 PROVISION	9	22.0	43680	78.8
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	4.9	923	1.7
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	9	22.0	2817	5.1
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	4	9.8	1229	2.2
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	10	24.4	45874	82.8
4 BY UNION REPRESENTATIVE	5	12.2	1981	3.6
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	8	19.5	1351	2.4
7 CHOICE OF SEVERAL PROCEDURES	1	2.4	190	0.3
8 OTHER	2	4.9	1069	1.9
TOTAL	41	100.0	55434	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	7	17.1	2681	4.8
1 72 HOURS OR LESS	2	4.9	209	0.4
2 5 DAYS	4	9.8	1194	2.2
3 1 WEEK	-	-	-	-
4 10 DAYS	-	-	-	-
5 2 WEEKS	3	7.3	445	0.8
6 3 WEEKS	-	-	-	-
7 1 MONTH	13	31.7	45669	82.4
8 2 MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	2.4	140	0.3
10 OTHER	11	26.8	5096	9.2
TOTAL	41	100.0	55434	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	18	43.9	4634	8.4
1 PROVISION	23	56.1	50800	91.6
TOTAL	41	100.0	55434	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	22	53.7	45206	81.5
1 PROVISION	19	46.3	10228	18.5
TOTAL	41	100.0	55434	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	3	7.3	1728	3.1
1 SINGLE ARBITRATOR	3	7.3	1353	2.4
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	27	65.9	10344	18.7
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	5	12.2	40722	73.5
6 OTHER	3	7.3	1287	2.3
TOTAL	41	100.0	55434	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	41	100.0	55434	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	41	100.0	55434	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	37	90.2	11826	21.3
1 PROVISION	4	9.8	43608	78.7
TOTAL	41	100.0	55434	100.0
FIELD 14-08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	16	39.0	8078	14.6
1 PROVISION	25	61.0	47356	85.4
TOTAL	41	100.0	55434	100.0
FIELD 14-09 TOOL ALLOWANCE				
0 NO PROVISION	26	63.4	12192	22.0
1 PROVISION	15	36.6	43242	78.0
TOTAL	41	100.0	55434	100.0

PART IIIb: HEALTH, EDUCATION & PROVINCIAL CROWN CORPORATIONS

(76 agreements covering 43,598 employees)

SECTION 1 - GENERAL INFORMATION

FIELD 1-01 PARTIES TO AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 SINGLE LOCAL - SINGLE EMPLOYER	65	85.5	31009	71.1
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	4	5.3	11340	26.0
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	2.6	297	0.7
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	1.3	210	0.5
4 MULTI-UNION AND SINGLE EMPLOYER	4	5.3	742	1.7
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	76	100.0	43598	100.0

FIELD 1-02 SIZE OF BARGAINING UNIT

0 UNDER 100 EMPLOYEES	5	6.6	416	1.0
1 100 - 199 EMPLOYEES	29	38.2	4284	9.8
2 200 - 499 EMPLOYEES	23	30.3	7371	16.9
3 500 - 999 EMPLOYEES	11	14.5	6773	15.5
4 1000 - 4999 EMPLOYEES	7	9.2	14754	33.8
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	1.3	10000	22.9
TOTAL	76	100.0	43598	100.0

FIELD 1-03 JURISDICTION OF AGREEMENT

0 PROVINCIAL	74	97.4	43314	99.3
1 FEDERAL	2	2.6	284	0.7
TOTAL	76	100.0	43598	100.0

FIELD 1-04 TERM OF AGREEMENT

0 LESS THAN 1 YEAR	-	-	-	-
1 1 YEAR	9	11.8	13090	30.0
2 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
3 2 YEARS	61	80.3	27068	62.1
4 MORE THAN 2 YEARS, LESS THAN 3	5	6.6	3270	7.5
5 3 YEARS	1	1.3	170	0.4
6 MORE THAN 3 YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0

FIELD 1-05 EXPIRY DATE OF AGREEMENT

0 NO PROVISION	-	-	-	-
1 TO JUNE 30, 1980	-	-	-	-
2 2ND HALF OF 1980	1	1.3	827	1.9
3 1ST HALF OF 1981	6	7.9	1930	4.4
4 2ND HALF OF 1981	15	19.7	4629	10.6
5 1ST HALF OF 1982	22	28.9	23579	54.1
6 2ND HALF OF 1982	21	27.6	8019	18.4
7 LATER THAN 1982	11	14.5	4614	10.6
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-06 GEOGRAPHICAL BREAKDOWN				
0 GREATER VANCOUVER	27	35.5	14116	32.4
1 CAPITAL REGION	8	10.5	1962	4.5
2 FRASER VALLEY	6	7.9	1424	3.3
3 COAST	9	11.8	1600	3.7
4 OKANAGAN CARIBOO	5	6.6	2202	5.1
5 KOOTENAY	3	3.9	470	1.1
6 NORTH	2	2.6	263	0.6
7 TWO OR MORE REGIONS	15	19.7	21437	49.2
8 INTER-PROVINCIAL	1	1.3	124	0.3
TOTAL	76	100.0	43598	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	26	34.2	13228	30.3
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	37	48.7	25811	59.2
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	10	13.2	3397	7.8
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	3	3.9	1162	2.7
4 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	28	36.8	10492	24.1
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	26	34.2	11529	26.4
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATES REQUIRED	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	6	7.9	6306	14.5
5 CONTRACTING OUT PROHIBITED ENTIRELY	2	2.6	10112	23.2
6 OTHER	14	18.4	5159	11.8
TOTAL	76	100.0	43598	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	2	2.6	1300	3.0
1 CLOSED SHOP	1	1.3	83	0.2
2 UNION SHOP	41	53.9	25794	59.2
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	28	36.8	13961	32.0
4 RAND FORMULA	3	3.9	2360	5.4
5 MAINTENANCE OF MEMBERSHIP	-	-	-	-
6 SLOAN FORMULA	-	-	-	-
7 OTHER	1	1.3	100	0.2
TOTAL	76	100.0	43598	100.0
FIELD 2-04 UNION DUES CHECK-OFF				
0 NO PROVISION	3	3.9	460	1.1
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	43	56.6	26057	59.8
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	26	34.2	14623	33.5
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	1	1.3	1100	2.5
5 COMPULSORY FOR UNION MEMEBERS ONLY	3	3.9	1358	3.1
6 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	21	27.6	13498	31.0
1 CROSS PICKET LINES	42	55.3	26492	60.8
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	11	14.5	3085	7.1
5 OTHER	2	2.6	523	1.2
TOTAL	76	100.0	43598	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	5	6.6	1390	3.2
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	52	68.4	27532	63.1
3 DEPARTMENT (BRANCH, DIVISION)	4	5.3	2517	5.8
4 CRAFT (OCCUPATION)	1	1.3	399	0.9
5 EMPLOYER AND DEPARTMENT	1	1.3	185	0.4
6 EMPLOYER AND CRAFT	4	5.3	718	1.6
7 COMBINATION OF THE ABOVE	4	5.3	3210	7.4
8 OTHER	5	6.6	7647	17.5
TOTAL	76	100.0	43598	100.0
FIELD 3-02 PROBATIONARY PERIOD				
0 NO PROVISION	7	9.2	6393	14.7
1 1 CALENDAR MONTH	-	-	-	-
2 2 CALENDAR MONTHS	2	2.6	703	1.6
3 3 CALENDAR MONTHS	30	39.5	23197	53.2
4 6 CALENDAR MONTHS	13	17.1	6950	15.9
5 30 WORKING DAYS	1	1.3	105	0.2
6 45 WORKING DAYS	6	7.9	1284	2.9
7 60 WORKING DAYS	3	3.9	515	1.2
8 240 WORKING HOURS	-	-	-	-
9 OTHER	14	18.4	4451	10.2
TOTAL	76	100.0	43598	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	15	19.7	4723	10.8
1 STRAIGHT SENIORITY	2	2.6	300	0.7
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	23	30.3	13023	29.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	28	36.8	20336	46.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	8	10.5	5216	12.0
5 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	9	11.8	4345	10.0
1 STRAIGHT SENIORITY	19	25.0	10797	24.8
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	27	35.5	12147	27.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	10	13.2	12206	28.0
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	3.9	844	1.9
5 OTHER	8	10.5	3259	7.5
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	21	27.6	9947	22.8
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	1	1.3	112	0.3
4 1 WEEK	3	3.9	410	0.9
5 2 WEEKS	12	15.8	2928	6.7
6 1 MONTH	8	10.5	4805	11.0
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	12	15.8	8625	19.8
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	19	25.0	16771	38.5
TOTAL	76	100.0	43598	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	15	19.7	6368	14.6
1 STRAIGHT SENIORITY	20	26.3	10638	24.4
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	30	39.5	23844	54.7
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	5	6.6	929	2.1
4 SENIORITY CONSIDERED WITH OTHER FACTORS	4	5.3	919	2.1
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	2	2.6	900	2.1
TOTAL	76	100.0	43598	100.0
FIELD 3-07 LOSS OF SENIORITY AND RECALL RIGHTS				
0 NO PROVISION	25	32.9	11708	26.9
1 FAILURE TO REPORT WHEN NOTIFIED	3	3.9	10652	24.4
2 AFTER A SPECIFIED PERIOD OFF WORK	12	15.8	5791	13.3
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	36	47.4	15447	35.4
TOTAL	76	100.0	43598	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	19	25.0	6369	14.6
1 LESS THAN SIX MONTHS	2	2.6	667	1.5
2 SIX MONTHS	10	13.2	3441	7.9
3 1 YEAR	25	32.9	10680	24.5
4 2 YEARS	6	7.9	6967	16.0
5 GRADUATED BY LENGTH OF SERVICE	4	5.3	1220	2.8
6 SENIORITY LOST ON LAYOFF	-	-	-	-
7 OTHER	10	13.2	14254	32.7
TOTAL	76	100.0	43598	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	56	73.7	27163	62.3
1 UP TO 1 YEAR	2	2.6	188	0.4
2 MORE THAN 1 YEAR AND UP TO 2 YEARS	-	-	-	-
3 GREATER THAN 2 YEARS	3	3.9	1520	3.5
4 VARIES BY INCAPACITATION - INJURY ON JOB TREATED DIFFERENTLY FROM ILLNESS	-	-	-	-
5 OTHER	15	19.7	14727	33.8
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	49	64.5	22814	52.3
1 SENIORITY LOST ON TRANSFER	2	2.6	714	1.6
2 SENIORITY RETAINED ONLY FOR SPECIFIED PERIOD	11	14.5	14334	32.9
3 SENIORITY RETAINED INDEFINITELY	9	11.8	3293	7.6
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	1.3	130	0.3
5 OTHER	4	5.3	2313	5.3
TOTAL	76	100.0	43598	100.0
FIELD 3-11 SUPER SENIORITY (PREFERENTIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	74	97.4	43258	99.2
1 FOR UNION OFFICIALS	2	2.6	340	0.8
2 SPECIAL SKILLS, APPRENTICES, ETC.	-	-	-	-
3 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	9	11.8	3168	7.3
1 PROVISION	67	88.2	40430	92.7
TOTAL	76	100.0	43598	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS				
0 NO PROVISION	56	73.7	25814	59.2
1 OLDER WORKERS	2	2.6	422	1.0
2 DISABLED WORKERS	11	14.5	13342	30.6
3 BOTH OLDER AND DISABLED WORKERS	7	9.2	4020	9.2
TOTAL	76	100.0	43598	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES, ETC.				
0 NO PROVISION	74	97.4	43028	98.7
1 PROVISION	2	2.6	570	1.3
TOTAL	76	100.0	43598	100.0
FIELD 4-04 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	71	93.4	39732	91.1
1 PROVISION	5	6.6	3866	8.9
TOTAL	76	100.0	43598	100.0
FIELD 4-05 DISTRIBUTION OF WORK DURING SLACK PERIODS				
0 NO PROVISION	69	90.8	41121	94.3
1 PROVISION	7	9.2	2477	5.7
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-06 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	29	38.2	9982	22.9
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	39	51.3	32090	73.6
3 RATE OF TEMPORARY JOB	1	1.3	504	1.2
4 OTHER	7	9.2	1022	2.3
TOTAL	76	100.0	43598	100.0
FIELD 4-07 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	70	92.1	37441	85.9
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	2.6	4710	10.8
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	2.6	819	1.9
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.3	122	0.3
5 OTHER	1	1.3	506	1.2
TOTAL	76	100.0	43598	100.0
FIELD 4-08 MOONLIGHTING				
0 NO PROVISION	72	94.7	41970	96.3
1 PROHIBITED	1	1.3	83	0.2
2 PERMITTED - WITH OR WITHOUT RESTRICTIONS	2	2.6	1415	3.2
3 OTHER	1	1.3	130	0.3
TOTAL	76	100.0	43598	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

FIELD 5-01 NOTICE TO UNION OF TECHNOLOGICAL CHANGE				
0 NO PROVISION	19	25.0	7183	16.5
1 LESS THAN 3 MONTHS	14	18.4	4276	9.8
2 3 MONTHS	27	35.5	18609	42.7
3 6 MONTHS	3	3.9	3666	8.4
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT TIME NOT SPECIFIED	8	10.5	6303	14.5
6 OTHER	5	6.6	3561	8.2
TOTAL	76	100.0	43598	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	35	46.1	18418	42.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	7	9.2	4812	11.0
2 CONSULTATION - DETAILS NOT SPECIFIED	33	43.4	20198	46.3
3 OTHER	1	1.3	170	0.4
TOTAL	76	100.0	43598	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	43	56.6	24322	55.8
1 PROVISION	33	43.4	19276	44.2
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=04 LAYOFF PROCEDURE IN REGARD TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	40	52.6	14907	34.2
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	25	32.9	14219	32.6
3 WORK FORCE REDUCED THROUGH EARLY RETIREMENT	-	-	-	-
4 WORK FORCE REDUCED THROUGH ATTRITION	1	1.3	150	0.3
5 COMBINATION OF 2 AND 3	1	1.3	75	0.2
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 3 AND 4	-	-	-	-
8 COMBINATION OF 2, 3 AND 4	-	-	-	-
9 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	3	3.9	10939	25.1
10 OTHER	6	7.9	3308	7.6
TOTAL	76	100.0	43598	100.0
FIELD 5=05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	56	73.7	37846	86.8
1 LESS THAN 1 YEAR	2	2.6	706	1.6
2 1 YEAR	9	11.8	2069	4.7
3 2 YEARS	2	2.6	780	1.8
4 3 YEARS	-	-	-	-
5 4 YEARS	-	-	-	-
6 5 YEARS	5	6.6	1897	4.4
7 10 YEARS	1	1.3	150	0.3
8 OTHER	1	1.3	150	0.3
TOTAL	76	100.0	43598	100.0
FIELD 5=06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	49	64.5	28428	65.2
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	18	23.7	11596	26.6
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	2.6	684	1.6
4 VARIES ACCORDING TO LENGTH OF SERVICE	2	2.6	712	1.6
5 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
6 OTHER	5	6.6	2178	5.0
TOTAL	76	100.0	43598	100.0
FIELD 5=07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	53	69.7	33248	76.3
1 LESS THAN 20 WEEKS' PAY	6	7.9	1293	3.0
2 20 WEEKS' PAY	2	2.6	1508	3.5
3 26 WEEKS' PAY	5	6.6	1332	3.1
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEKS', UP TO 1 YEAR'S PAY	2	2.6	507	1.2
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	7	9.2	5612	12.9
8 OTHER	1	1.3	98	0.2
TOTAL	76	100.0	43598	100.0
FIELD 5=08 SPECIAL NOTICE OF PERMANENT LAYOFF DUE TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	63	82.9	24047	55.2
1 LESS THAN 3 MONTHS	6	7.9	3797	8.7
2 3 MONTHS	1	1.3	1358	3.1
3 6 MONTHS	-	-	-	-
4 MORE THAN 6 MONTHS	-	-	-	-
5 NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	1	1.3	432	1.0
6 BY LENGTH OF SERVICE	2	2.6	3731	8.6
7 OTHER	3	3.9	10233	23.5
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	31	40.8	11561	26.5
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	29	38.2	18210	41.8
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	2	2.6	410	0.9
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	11	14.5	12305	28.2
6 OTHER	3	3.9	1112	2.6
TOTAL	76	100.0	43598	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	37	48.7	13253	30.4
1 EMPLOYER PROGRAM	17	22.4	21087	48.4
2 UNION PROGRAM	-	-	-	-
3 JOINT EMPLOYER-UNION PROGRAM	-	-	-	-
4 EMPLOYER-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL DEPARTMENT OF LABOUR OR CMC	-	-	-	-
5 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	20	26.3	8307	19.1
6 OTHER	2	2.6	951	2.2
TOTAL	76	100.0	43598	100.0
FIELD 5-11 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	36	47.4	14337	32.9
1 UNION-MANAGEMENT CONSULTATION ONLY	9	11.8	12972	29.8
2 ARBITRATION OF WAGE RATE	31	40.8	16289	37.4
3 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES DURING LIFE OF THE AGREEMENT				
0 NO DEFERRED WAGE INCREASES DURING LIFE OF AGREEMENT	8	10.5	12448	28.6
1 WAGE INCREASE EVERY SIX MONTHS	8	10.5	2456	5.6
2 WAGE INCREASE YEARLY	26	34.2	15380	35.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	26	34.2	9782	22.4
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	4	5.3	1375	3.2
5 OTHER	4	5.3	2157	4.9
TOTAL	76	100.0	43598	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	55	72.4	36236	83.1
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE -MUTUAL CONSENT REQUIRED	2	2.6	308	0.7
3 COST-OF-LIVING ALLOWANCE CLAUSE	17	22.4	5867	13.5
4 COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 OTHER	2	2.6	1187	2.7
TOTAL	76	100.0	43598	100.0
FIELD 6-03 SEVERANCE PAY AND S.U.B. (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	49	64.5	19767	45.3
1 SEVERANCE PAY	26	34.2	23584	54.1
2 SUPPLEMENTAL UNEMPLOYMENT BENEFITS	-	-	-	-
3 BOTH SEVERANCE PAY AND S.U.B.	-	-	-	-
4 OTHER	1	1.3	247	0.6
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-04 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	51	67.1	26038	59.7
1 LESS THAN 1 YEAR	2	2.6	628	1.4
2 1 YEAR	5	6.6	1487	3.4
3 2 YEARS	3	3.9	1206	2.8
4 3 YEARS	-	-	-	-
5 5 YEARS	5	6.6	11687	26.8
6 10 YEARS	5	6.6	1009	2.3
7 OTHER	5	6.6	1543	3.5
TOTAL	76	100.0	43598	100.0
FIELD 6-05 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	49	64.5	19767	45.3
1 1 DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 1 WEEK'S PAY PER YEAR OF SERVICE	7	9.2	12345	28.3
3 1 WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD OF SERVICE	3	3.9	1184	2.7
4 VARIES ACCORDING TO LENGTH OF SERVICE	5	6.6	4533	10.4
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	3	3.9	1154	2.6
6 OTHER	9	11.8	4615	10.6
TOTAL	76	100.0	43598	100.0
FIELD 6-06 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	57	75.0	25430	58.3
1 LESS THAN 20 WEEKS' PAY	5	6.6	1138	2.6
2 20 WEEKS' PAY	3	3.9	440	1.0
3 26 WEEKS' PAY	1	1.3	105	0.2
4 30 WEEKS' PAY	-	-	-	-
5 MORE THAN 30 WEEK'S UP TO 1 YEAR'S PAY	1	1.3	432	1.0
6 1 YEAR'S PAY OR MORE	-	-	-	-
7 NO MAXIMUM	4	5.3	11960	27.4
8 OTHER	5	6.6	4093	9.4
TOTAL	76	100.0	43598	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 6 HOURS			100	0.4
2 7 HOURS			878	3.3
3 7 1/2 HOURS			19062	71.1
4 8 HOURS			5997	22.4
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			790	2.9
TOTAL			26827	100.0
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			500	3.0
1 6 HOURS			75	0.4
2 7 HOURS			8057	48.0
3 7 1/2 HOURS			3711	22.1
4 8 HOURS			300	1.8
5 9 HOURS			-	-
6 10 HOURS			-	-
7 FLEXIBLE WORK HOURS			-	-
8 OTHER			4128	24.6
TOTAL			16771	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			103	0.4
1 3 DAYS	-	-	-	-
2 4 DAYS	-	-	-	-
3 5 DAYS			20224	75.4
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			2800	10.4
7 OTHER			3700	13.8
TOTAL			26827	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			560	3.3
1 3 DAYS	-	-	-	-
2 4 DAYS			300	1.8
3 5 DAYS			14561	86.8
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER			1350	8.0
TOTAL			16771	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON-OFFICE EMPLOYEES				
0 NO PROVISION			103	0.4
1 32 HOURS	-	-	-	-
2 35 HOURS			3988	14.9
3 37 1/2 HOURS			13502	50.3
4 40 HOURS			5894	22.0
5 OTHER			3340	12.5
TOTAL			26827	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			560	3.3
1 32 HOURS			300	1.8
2 35 HOURS			9097	54.2
3 37 1/2 HOURS			3711	22.1
4 40 HOURS	-	-	-	-
5 OTHER			3103	18.5
TOTAL			16771	100.0
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	5	6.6	2132	4.9
1 2 DAYS (CONSECUTIVE)	64	84.2	30296	69.5
2 2 DAYS (NOT CONSECUTIVE)	-	-	-	-
3 3 DAYS (CONSECUTIVE)	-	-	-	-
4 3 DAYS (NOT CONSECUTIVE)	-	-	-	-
5 4 DAYS	-	-	-	-
6 VARIES FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	1.3	130	0.3
7 OTHER	6	7.9	11040	25.3
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATED MINIMUM OF 2 HOURS' PAY	72	94.7	42707	98.0
1 3 HOURS' PAY	2	2.6	422	1.0
2 4 HOURS' PAY	-	-	-	-
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	2	2.6	469	1.1
TOTAL	76	100.0	43598	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATED MINIMUM OF 4 HOURS' PAY	75	98.7	43466	99.7
1 MORE THAN 4 HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	1	1.3	132	0.3
3 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 7-10 REST PERIODS				
0 NO PROVISION	23	30.3	6034	13.8
1 ONE 10 MINUTE BREAK	-	-	-	-
2 TWO 10 MINUTE BREAKS	8	10.5	3226	7.4
3 TWO 15 MINUTE BREAKS	39	51.3	17069	39.2
4 VARIES FOR DIFFERENT CATEGORIES OF EMPLOYEES	2	2.6	498	1.1
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	2	2.6	6681	15.3
6 OTHER	2	2.6	10090	23.1
TOTAL	76	100.0	43598	100.0
FIELD 7-11 NOTICE OF CHANGE IN WORK SCHEDULE (HOURS, DAYS OR SHIFTS)				
0 NO PROVISION	35	46.1	13514	31.0
1 LESS THAN 1 FULL DAY	-	-	-	-
2 1 DAY (24 HOURS)	7	9.2	1514	3.5
3 48 HOURS	6	7.9	2404	5.5
4 72 HOURS	2	2.6	3318	7.6
5 1 WEEK	11	14.5	13293	30.5
6 2 WEEKS OR MORE	1	1.3	487	1.1
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	1.3	420	1.0
8 OTHER	13	17.1	8648	19.8
TOTAL	76	100.0	43598	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	62	81.6	27343	62.7
1 PROVISION	14	18.4	16255	37.3
TOTAL	76	100.0	43598	100.0
FIELD 7-13 PAID WASH OR CLEAN UP TIME				
0 NO PROVISION	68	89.5	39343	90.2
1 PROVISION	8	10.5	4255	9.8
TOTAL	76	100.0	43598	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	68	89.5	38155	87.5
1 PROVISION	8	10.5	5443	12.5
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	55	72.4	24815	56.9
1 3 DAY WEEK IN PROGRESS	-	-	-	-
2 4 DAY WEEK IN PROGRESS	2	2.6	350	0.8
3 ALTERNATING 4 AND 5 DAY WEEKS IN PROGRESS	3	3.9	4508	10.3
4 TO COMMENCE DURING TERM OF AGREEMENT	3	3.9	7098	16.3
5 UNDER STUDY	2	2.6	636	1.5
6 OTHER	11	14.5	6191	14.2
TOTAL	76	100.0	43598	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	13	17.1	3012	6.9
1 1 1/2 X FOR 1 HOUR, THEN 2 X	3	3.9	6551	15.0
2 1 1/2 X FOR 2 HOURS, THEN 2 X	21	27.6	7194	16.5
3 1 1/2 X FOR 3 HOURS, THEN 2 X	13	17.1	3027	6.9
4 1 1/2 X FOR 4 HOURS, THEN 2 X	5	6.6	2126	4.9
5 1 1/2 X FOR 8 HOURS, THEN 2 X	1	1.3	310	0.7
6 2 X	14	18.4	9706	22.3
7 OTHER	6	7.9	11672	26.8
TOTAL	76	100.0	43598	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	17	22.4	4269	9.8
1 1 1/2 X FOR 1 HOUR, THEN 2 X	3	3.9	6551	15.0
2 1 1/2 X FOR 2 HOURS, THEN 2 X	12	15.8	5104	11.7
3 1 1/2 X FOR 3 HOURS, THEN 2 X	8	10.5	2188	5.0
4 1 1/2 X FOR 4 HOURS, THEN 2 X	5	6.6	1846	4.2
5 1 1/2 X FOR 8 HOURS, THEN 2 X	2	2.6	390	0.9
6 2 X	16	21.1	10370	23.8
7 OTHER	13	17.1	12880	29.5
TOTAL	76	100.0	43598	100.0
FIELD 8-03 OVERTIME RATE ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	12	15.8	3669	8.4
1 1 1/2 X	7	9.2	1052	2.4
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	3	3.9	2445	5.6
4 1 1/2 X FOR 3 HOURS, THEN 2 X	3	3.9	650	1.5
5 1 1/2 X FOR 4 HOURS, THEN 2 X	3	3.9	569	1.3
6 2 X	40	52.6	23339	53.5
7 OTHER	8	10.5	11874	27.2
TOTAL	76	100.0	43598	100.0
FIELD 8-04 OVERTIME RATE ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)				
0 NO PROVISION	13	17.1	3769	8.6
1 1 1/2 X	3	3.9	492	1.1
2 1 1/2 X FOR 1 HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	2	2.6	370	0.8
5 2 X	50	65.8	27655	63.4
6 3 X	-	-	-	-
7 OVERTIME RATE COMPOUNDED BY SUNDAY PREMIUM RATE	-	-	-	-
8 OTHER	8	10.5	11312	25.9
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	20	26.3	5565	12.8
1 PAY ONLY	10	13.2	2854	6.5
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	41	53.9	33652	77.2
4 OTHER	5	6.6	1527	3.5
TOTAL	76	100.0	43598	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	49	64.5	20080	46.1
1 RIGHT TO REFUSE OVERTIME	25	32.9	22818	52.3
2 EMPLOYEE MAY NOT REFUSE TO WORK OVERTIME	2	2.6	700	1.6
TOTAL	76	100.0	43598	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME AMONG EMPLOYEES				
0 NO PROVISION	56	73.7	30038	68.9
1 PROVISION	20	26.3	13560	31.1
TOTAL	76	100.0	43598	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	54	71.1	22774	52.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	10	13.2	6415	14.7
2 1 1/2 X	1	1.3	132	0.3
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	4	5.3	990	2.3
7 OTHER	7	9.2	13287	30.5
TOTAL	76	100.0	43598	100.0
FIELD 8-09 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	54	71.1	22696	52.1
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	9	11.8	6293	14.4
2 1 1/2 X	2	2.6	332	0.8
3 1 1/2 X FOR 2 HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR 4 HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	4	5.3	990	2.3
7 OTHER	7	9.2	13287	30.5
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	15	19.7	7163	16.4
1 MINIMUM OF 2 HOURS AT STRAIGHT TIME	3	3.9	639	1.5
2 MINIMUM OF 3 HOURS AT STRAIGHT TIME	2	2.6	390	0.9
3 MINIMUM OF 4 HOURS AT STRAIGHT TIME	6	7.9	2892	6.6
4 MORE THAN 4 HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF 2 HOURS AT OVERTIME RATE	20	26.3	8940	20.5
6 MINIMUM OF 3 HOURS AT OVERTIME RATE	13	17.1	16943	38.9
7 MINIMUM OF 4 HOURS AT OVERTIME RATE	10	13.2	4190	9.6
8 MORE THAN 4 HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR 4 HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	7	9.2	2441	5.6
TOTAL	76	100.0	43598	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	42	55.3	14936	34.3
1 ON OVERTIME, CALL-IN, HOLIDAY ETC.	22	28.9	24780	56.8
2 ON DESIGNATED SHIFTS	4	5.3	1896	4.3
3 1 AND 2	4	5.3	1086	2.5
4 OTHER	4	5.3	900	2.1
TOTAL	76	100.0	43598	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	46	60.5	17857	41.0
1 LESS THAN $2.00	-	-	-	-
2 $2.00 TO $2.99	-	-	-	-
3 $3.00 TO $3.99	1	1.3	479	1.1
4 $4.00 TO $4.99	-	-	-	-
5 $5.00 AND MORE	19	25.0	20035	46.0
6 MEAL PROVIDED	2	2.6	195	0.4
7 OTHER	8	10.5	5032	11.5
TOTAL	76	100.0	43598	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	53	69.7	21060	48.3
1 1 1/2 X	2	2.6	816	1.9
2 1 1/2 X FOLLOWED BY A HIGHER RATE	8	10.5	3072	7.0
3 2 X	5	6.6	14192	32.6
4 FLAT AMOUNT	1	1.3	90	0.2
5 OTHER	7	9.2	4368	10.0
TOTAL	76	100.0	43598	100.0
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	55	72.4	16714	38.3
1 PROVISION	21	27.6	26884	61.7
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	62	81.6	33991	78.0
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	10	13.2	4843	11.1
3 PERCENTAGE OF REGULAR RATE	2	2.6	4050	9.3
4 REDUCED SHIFT	-	-	-	-
5 OTHER	2	2.6	714	1.6
TOTAL	76	100.0	43598	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	17	22.4	6546	15.0
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	3	3.9	1034	2.4
3 20 - 29 CENTS PER HOUR	9	11.8	1986	4.6
4 30 - 50 CENTS PER HOUR	13	17.1	6330	14.5
5 MORE THAN 50 CENTS PER HOUR	10	13.2	3790	8.7
6 1/2 HOUR'S PAY PER SHIFT	4	5.3	823	1.9
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	9	11.8	6677	15.3
9 FLAT AMOUNT PER SHIFT	3	3.9	3384	7.8
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	8	10.5	13028	29.9
TOTAL	76	100.0	43598	100.0
FIELD 8-17 THIRD SHIFT DIFFERENTIAL				
0 NO PROVISION	20	26.3	6859	15.7
1 LESS THAN 10 CENTS PER HOUR	1	1.3	122	0.3
2 10 - 19 CENTS PER HOUR	1	1.3	150	0.3
3 20 - 29 CENTS PER HOUR	3	3.9	1164	2.7
4 30 - 49 CENTS PER HOUR	12	15.8	3067	7.0
5 50 - 75 CENTS PER HOUR	14	18.4	7926	18.2
6 MORE THAN 75 CENTS PER HOUR	2	2.6	568	1.3
7 1/2 HOUR'S PAY PER SHIFT	1	1.3	105	0.2
8 1 HOUR'S PAY PER SHIFT	1	1.3	348	0.8
9 2 HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	10	13.2	6801	15.6
11 FLAT AMOUNT PER SHIFT	2	2.6	3260	7.5
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	1	1.3	200	0.5
13 OTHER	8	10.5	13028	29.9
TOTAL	76	100.0	43598	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	55	72.4	23091	53.0
1 LESS THAN 10 CENTS	-	-	-	-
2 10 - 19 CENTS PER HOUR	3	3.9	460	1.1
3 20 - 29 CENTS PER HOUR	3	3.9	1108	2.5
4 30 - 50 CENTS PER HOUR	1	1.3	170	0.4
5 MORE THAN 50 CENTS PER HOUR	1	1.3	150	0.3
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	5	6.6	11964	27.4
9 OTHER	8	10.5	6655	15.3
TOTAL	76	100.0	43598	100.0

SECTION 9 - PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-01 NUMBER OF PAID HOLIDAYS				
0 NO PROVISION	3	3.9	1032	2.4
1 8 DAYS PER YEAR	-	-	-	-
2 9 DAYS	-	-	-	-
3 10 DAYS	-	-	-	-
4 11 DAYS	66	86.8	31375	72.0
5 12 DAYS	4	5.3	10715	24.6
6 13 DAYS	1	1.3	208	0.5
7 14 DAYS	-	-	-	-
8 OTHER	2	2.6	268	0.6
TOTAL	76	100.0	43598	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	39	51.3	27634	63.4
1 NORMAL SHIFTS PRECEDING AND FOLLOWING HOLIDAY	6	7.9	6173	14.2
2 MINIMUM LENGTH OF SERVICE	16	21.1	4415	10.1
3 1 AND 2	7	9.2	2231	5.1
4 OTHER	8	10.5	3145	7.2
TOTAL	76	100.0	43598	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	47	61.8	33784	77.5
1 LESS THAN 1 MONTH	9	11.8	3174	7.3
2 1 MONTH	15	19.7	5153	11.8
3 2 MONTHS	-	-	-	-
4 3 MONTHS	1	1.3	180	0.4
5 MORE THAN 3 MONTHS	-	-	-	-
6 DESIGNATED NUMBER OF SHIFTS OR HOURS	3	3.9	1185	2.7
7 OTHER	1	1.3	122	0.3
TOTAL	76	100.0	43598	100.0
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	14	18.4	3321	7.6
1 ANOTHER DAY OFF OR ANOTHER DAY'S PAY	1	1.3	100	0.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	11	14.5	2207	5.1
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY	35	46.1	20713	47.5
4 2 X FOR HOURS WORKED PLUS ANOTHER DAY OFF	6	7.9	4693	10.8
5 OTHER	9	11.8	12564	28.8
TOTAL	76	100.0	43598	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	15	19.7	3322	7.6
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	49	64.5	35614	81.7
2 AN EXTRA DAY'S PAY	5	6.6	746	1.7
3 EITHER 1 OR 2	3	3.9	1805	4.1
4 OTHER	4	5.3	2111	4.8
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	26	34.2	7973	18.3
1 ANOTHER PAID DAY OFF	47	61.8	32077	73.6
2 ANOTHER DAY'S PAY	-	-	-	-
3 EITHER 1 OR 2	2	2.6	3048	7.0
4 NOT GRANTED	1	1.3	500	1.1
TOTAL	76	100.0	43598	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	14	18.4	3564	8.2
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	1	1.3	3110	7.1
2 1 WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	43	56.6	26021	59.7
4 OTHER	18	23.7	10903	25.0
TOTAL	76	100.0	43598	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	4	5.3	955	2.2
1 2 WEEKS	-	-	-	-
2 3 WEEKS	-	-	-	-
3 4 WEEKS	1	1.3	150	0.3
4 5 WEEKS	7	9.2	1474	3.4
5 6 WEEKS	47	61.8	26435	60.6
6 7 WEEKS	5	6.6	2006	4.6
7 OTHER	12	15.8	12578	28.8
TOTAL	76	100.0	43598	100.0
FIELD 10-03 PAID VACATION - 3 WEEKS				
0 NO PROVISION	8	10.5	2113	4.8
1 YEAR OF SERVICE	41	53.9	24495	56.2
2 YEARS	12	15.8	3482	8.0
3 YEARS	4	5.3	630	1.4
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 MINIMUM GREATER THEN 3 WEEKS	10	13.2	12378	28.4
12 OTHER	1	1.3	500	1.1
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-04 PAID VACATION - 4 WEEKS				
0 NO PROVISION	12	15.8	3558	8.2
1 YEAR OF SERVICE	8	10.5	12083	27.7
2 YEARS	-	-	-	-
3 YEARS	2	2.6	283	0.6
4 YEARS	2	2.6	1528	3.5
5 YEARS	6	7.9	3748	8.6
6 YEARS	8	10.5	4161	9.5
7 YEARS	10	13.2	4833	11.1
8 YEARS	10	13.2	2975	6.8
9 YEARS	13	17.1	2938	6.7
10 YEARS	5	6.6	7491	17.2
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	-	-	-	-
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	-	-	-	-
20 YEARS	-	-	-	-
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	-	-	-	-
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 10-05 PAID VACATION - 5 WEEKS				
0 NO PROVISION	12	15.8	3058	7.0
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	1	1.3	10000	22.9
6 YEARS	-	-	-	-
7 YEARS	2	2.6	1490	3.4
8 YEARS	1	1.3	170	0.4
9 YEARS	3	3.9	440	1.0
10 YEARS	4	5.3	1711	3.9
11 YEARS	3	3.9	2267	5.2
12 YEARS	3	3.9	3510	8.1
13 YEARS	5	6.6	1058	2.4
14 YEARS	7	9.2	2387	5.5
15 YEARS	9	11.8	3387	7.8
16 YEARS	8	10.5	2821	6.5
17 YEARS	11	14.5	2805	6.4
18 YEARS	5	6.6	7866	18.0
19 YEARS	-	-	-	-
20 YEARS	1	1.3	124	0.3
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	-	-	-	-
25 YEARS	1	1.3	504	1.2
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	-	-	-	-
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-06 PAID VACATION - 6 WEEKS				
0 NO PROVISION	19	25.0	4532	10.4
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	1	1.3	10000	22.9
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	1	1.3	170	0.4
14 YEARS	3	3.9	440	1.0
15 YEARS	2	2.6	1523	3.5
16 YEARS	-	-	-	-
17 YEARS	1	1.3	105	0.2
18 YEARS	2	2.6	2958	6.8
19 YEARS	3	3.9	728	1.7
20 YEARS	10	13.2	5761	13.2
21 YEARS	-	-	-	-
22 YEARS	4	5.3	1638	3.8
23 YEARS	7	9.2	3624	8.3
24 YEARS	11	14.5	2516	5.8
25 YEARS	8	10.5	1929	4.4
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	4	5.3	7674	17.6
TOTAL	76	100.0	43598	100.0
FIELD 10-07 PAID VACATION - 7 WEEKS				
0 NO PROVISION	68	89.5	31312	71.8
1 YEAR OF SERVICE	-	-	-	-
2 YEARS	-	-	-	-
3 YEARS	-	-	-	-
4 YEARS	-	-	-	-
5 YEARS	-	-	-	-
6 YEARS	-	-	-	-
7 YEARS	-	-	-	-
8 YEARS	-	-	-	-
9 YEARS	-	-	-	-
10 YEARS	-	-	-	-
11 YEARS	-	-	-	-
12 YEARS	-	-	-	-
13 YEARS	-	-	-	-
14 YEARS	-	-	-	-
15 YEARS	1	1.3	10000	22.9
16 YEARS	-	-	-	-
17 YEARS	-	-	-	-
18 YEARS	-	-	-	-
19 YEARS	3	3.9	440	1.0
20 YEARS	1	1.3	1315	3.0
21 YEARS	-	-	-	-
22 YEARS	-	-	-	-
23 YEARS	-	-	-	-
24 YEARS	1	1.3	163	0.4
25 YEARS	1	1.3	208	0.5
26 YEARS	-	-	-	-
27 YEARS	-	-	-	-
28 YEARS	-	-	-	-
29 YEARS	-	-	-	-
30 YEARS	1	1.3	160	0.4
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-08 ANNUAL VACATION PAY				
0 NO PROVISION	11	14.5	3819	8.8
1 REGULAR PAY	35	46.1	18389	42.2
2 PERCENTAGE OF ANNUAL GROSS EARNINGS	19	25.0	7727	17.7
3 1 OR 2, WHICHEVER IS GREATER	9	11.8	3383	7.8
4 OTHER	2	2.6	10280	23.6
TOTAL	76	100.0	43598	100.0
FIELD 10-09 VACATION CARRY-OVER				
0 NO PROVISION	34	44.7	9292	21.3
1 WITH LIMITATIONS	37	48.7	32859	75.4
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	4	5.3	1099	2.5
4 OTHER	1	1.3	348	0.8
TOTAL	76	100.0	43598	100.0
FIELD 10-10 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	60	78.9	27073	62.1
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	13	17.1	13544	31.1
3 OTHER	3	3.9	2981	6.8
TOTAL	76	100.0	43598	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 PAID BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	2	2.6	1224	2.8
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	40	52.6	20482	47.0
4 4 DAYS	1	1.3	180	0.4
5 5 DAYS	22	28.9	17631	40.4
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	7	9.2	2599	6.0
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	3	3.9	982	2.3
8 OTHER	1	1.3	500	1.1
TOTAL	76	100.0	43598	100.0
FIELD 11-02 PAID LEAVE FOR COURT WITNESS OR JURY DUTY				
0 NO PROVISION	6	7.9	5323	12.2
1 PROVISION FOR FULL REGULAR PAY	70	92.1	38275	87.8
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	4	5.3	752	1.7
1 PAID LEAVE	2	2.6	370	0.8
2 UNPAID LEAVE	21	27.6	12756	29.3
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	44	57.9	28831	66.1
4 OTHER	5	6.6	889	2.0
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 LEAVE FOR MARRIAGE				
0 NO PROVISION	62	81.6	26642	61.1
1 1 DAY	-	-	-	-
2 2 DAYS	-	-	-	-
3 3 DAYS	10	13.2	5351	12.3
4 5 DAYS	3	3.9	10290	23.6
5 OTHER	1	1.3	1315	3.0
TOTAL	76	100.0	43598	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	61	80.3	37223	85.4
1 1 MONTHS' SERVICE	-	-	-	-
2 2 TO 6 MONTHS' SERVICE	13	17.1	6093	14.0
3 MORE THAN 6 MONTHS	2	2.6	282	0.6
TOTAL	76	100.0	43598	100.0
FIELD 11-06 LENGTH OF MATERNITY LEAVE (IGNORING EXTENSIONS)				
0 NO PROVISION	19	25.0	7034	16.1
1 16 WEEKS	2	2.6	601	1.4
2 18 WEEKS	4	5.3	5463	12.5
3 19 - 25 WEEKS	9	11.8	3702	8.5
4 26 WEEKS	17	22.4	17643	40.5
5 27 - 52 WEEKS	5	6.6	938	2.2
6 OTHER	20	26.3	8217	18.8
TOTAL	76	100.0	43598	100.0
FIELD 11-07 SENIORITY STATUS DURING MATERNITY LEAVE				
0 NO PROVISION	33	43.4	15238	35.0
1 RETAINED UP TO BEGINNING OF MATERNITY LEAVE	25	32.9	14089	32.3
2 ACCUMULATES DURING ENTIRE MATERNITY LEAVE	8	10.5	11216	25.7
3 ACCUMULATES DURING PART OF MATERNITY LEAVE	-	-	-	-
4 OTHER	10	13.2	3055	7.0
TOTAL	76	100.0	43598	100.0
FIELD 11-08 PAID PATERNITY LEAVE				
0 NO PROVISION	52	68.4	25001	58.7
1 1 DAY	16	21.1	6673	15.3
2 2 DAYS	3	3.9	729	1.7
3 3 DAYS	3	3.9	432	1.0
4 OTHER	2	2.6	10163	23.3
TOTAL	76	100.0	43598	100.0
FIELD 11-09 ADOPTION LEAVE				
0 NO PROVISION	36	47.4	16193	37.1
1 PROVISION EXISTS	40	52.6	27405	62.9
TOTAL	76	100.0	43598	100.0
FIELD 11-10 EDUCATION LEAVE				
0 NO PROVISION	32	42.1	12527	28.7
1 PROVISION	44	57.9	31071	71.3
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-11 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	41	53.9	21854	50.1
1 1 DAY	1	1.3	105	0.2
2 2 DAYS	7	9.2	12188	28.0
3 3 DAYS	6	7.9	1648	3.8
4 5 DAYS	9	11.8	2402	5.5
5 OTHER	12	15.8	5401	12.4
TOTAL	76	100.0	43598	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	1	1.3	170	0.4
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	75	98.7	43428	99.6
3 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE BENEFITS				
0 NO PROVISION	31	40.8	12120	27.8
1 IMMEDIATELY ON BEING EMPLOYED	5	6.6	13846	31.8
2 1 MONTH	4	5.3	1908	4.4
3 3 MONTHS	4	5.3	990	2.3
4 6 MONTHS	3	3.9	2347	5.4
5 1 YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	25	32.9	11871	27.2
7 OTHER	4	5.3	516	1.2
TOTAL	76	100.0	43598	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	75	98.7	43468	99.7
1 LESS THAN 10 CENTS PER HOUR	-	-	-	-
2 10 - 19 CENTS PER HOUR	-	-	-	-
3 20 - 29 CENTS PER HOUR	-	-	-	-
4 30 - 39 CENTS PER HOUR	-	-	-	-
5 40 - 49 CENTS PER HOUR	-	-	-	-
6 50 - 75 CENTS PER HOUR	-	-	-	-
7 MORE THAN 75 CENTS PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	1	1.3	130	0.3
TOTAL	76	100.0	43598	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	1	1.3	170	0.4
1 100% OF PREMIUM	28	36.8	24615	56.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.3	170	0.4
3 75% OF PREMIUM	7	9.2	5605	12.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	15	19.7	4417	10.1
5 50% OF PREMIUM	17	22.4	6966	16.0
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	9.2	1655	3.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	13	17.1	3205	7.4
1 100% OF PREMIUM	27	35.5	26837	61.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	2.6	676	1.6
3 75% OF PREMIUM	6	7.9	5405	12.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	12	15.8	3432	7.9
5 50% OF PREMIUM	10	13.2	3196	7.3
6 LESS THAN 50% OF PREMIUM	1	1.3	75	0.2
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	5.3	622	1.4
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	1	1.3	150	0.3
TOTAL	76	100.0	43598	100.0
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	7	9.2	1251	2.9
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	48	63.2	27038	62.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	1	1.3	160	0.4
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	3.9	4195	9.6
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	16	21.1	10454	24.0
7 OTHER	1	1.3	500	1.1
TOTAL	76	100.0	43598	100.0
FIELD 12-07 FLAT ALLOWANCE TYPE OF PAID SICK LEAVE				
0 NO PROVISION	9	11.8	1875	4.3
1 LESS THAN 6 DAYS PER YEAR	2	2.6	1150	2.6
2 1/2 DAY PER MONTH = 6 DAYS PER YEAR	7	9.2	4923	11.3
3 1 DAY PER MONTH = 12 DAYS PER YEAR	-	-	-	-
4 1 1/4 DAYS PER MONTH = 15 DAYS PER YEAR	7	9.2	4083	9.4
5 1 1/2 DAYS PER MONTH = 18 DAYS PER YEAR	33	43.4	8714	20.0
6 1 2/3 DAYS PER MONTH= 20 DAYS PER YEAR	7	9.2	3567	8.2
7 2 DAYS PER MONTH = 24 DAYS PER YEAR	1	1.3	10000	22.9
8 OTHER	10	13.2	9286	21.3
TOTAL	76	100.0	43598	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	21	27.6	9551	21.9
1 30 DAYS OR LESS	1	1.3	1100	2.5
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	8	10.5	8707	20.0
4 121 TO 150 DAYS	7	9.2	2036	4.7
5 151 TO 200 DAYS	20	26.3	7479	17.2
6 201 TO 250 DAYS	3	3.9	433	1.0
7 MORE THAN 250 DAYS, BUT LIMITED	4	5.3	2000	4.6
8 UNLIMITED ACCUMULATION	8	10.5	11245	25.8
9 OTHER	4	5.3	1047	2.4
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	35	46.1	19751	45.3
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	2	2.6	10208	23.4
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT	25	32.9	6442	14.8
4 COMBINATION	1	1.3	160	0.4
5 OTHER	13	17.1	7037	16.1
TOTAL	76	100.0	43598	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	59	77.6	32725	75.1
1 100% OF PREMIUM	9	11.8	6073	13.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	1.3	3110	7.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	1.3	83	0.2
6 LESS THAN 50% OF PREMIUM	3	3.9	1173	2.7
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	2.6	254	0.6
9 OTHER	1	1.3	180	0.4
TOTAL	76	100.0	43598	100.0
FIELD 12-11 MAXIMUM PERIOD OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	58	76.3	32575	74.7
1 12 WEEKS OR LESS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	5	6.6	4665	10.7
4 39 WEEKS	-	-	-	-
5 52 WEEKS	5	6.6	1436	3.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	1.3	3110	7.1
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	3.9	404	0.9
8 OTHER	4	5.3	1408	3.2
TOTAL	76	100.0	43598	100.0
FIELD 12-12 MAXIMUM AMOUNT OF WEEKLY SICKNESS INDEMNITY				
0 NO PROVISION	58	76.3	32575	74.7
1 LESS THAN $90	-	-	-	-
2 $91 TO $120 PER WEEK	-	-	-	-
3 $121 TO $150 PER WEEK	-	-	-	-
4 $151 TO $200 PER WEEK	-	-	-	-
5 MORE THAN $200 PER WEEK	1	1.3	487	1.1
6 PERCENTAGE OF EARNINGS	10	13.2	5722	13.1
7 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
8 VARIES ACCORDING TO EARNINGS	2	2.6	910	2.1
9 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	3.9	3364	7.7
10 OTHER	2	2.6	540	1.2
TOTAL	76	100.0	43598	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	39	51.3	13352	30.6
1 PROVISION	37	48.7	30246	69.4
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	7	9.2	2748	6.3
1 100% OF PREMIUM	33	43.4	24852	57.0
2 LESS THAN 100% BUT MORE THAN 75%	-	-	-	-
3 75% OF PREMIUM	5	6.6	5105	11.7
4 LESS THAN 75% BUT MORE THAN 50%	5	6.6	863	2.0
5 50% OF PREMIUM	14	18.4	4387	10.1
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	10.5	3448	7.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	4	5.3	2195	5.0
TOTAL	76	100.0	43598	100.0
FIELD 12-15 MAXIMUM AMOUNT OF LIFE INSURANCE PER EMPLOYEE				
0 NO PROVISION	9	11.8	3412	7.8
1 LESS THAN $ 5,000	-	-	-	-
2 $5,001 TO $10,000	1	1.3	196	0.4
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	12	15.8	15664	35.9
6 VARIES ACCORDING TO EARNINGS	24	31.6	13986	32.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	24	31.6	7904	18.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	6	7.9	2436	5.6
TOTAL	76	100.0	43598	100.0
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	40	52.6	15525	35.6
1 100% OF PREMIUM	16	21.1	16402	37.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	2.6	4060	9.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.3	199	0.5
5 50% OF PREMIUM	7	9.2	3040	7.0
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	2	2.6	529	1.2
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	3.9	1836	4.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	5	6.6	2007	4.6
TOTAL	76	100.0	43598	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	39	51.3	15455	35.4
1 LESS THAN $5,000	-	-	-	-
2 $5,001 TO $10,000	1	1.3	3110	7.1
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	9	11.8	14398	33.0
6 VARIES ACCORDING TO EARNINGS	12	15.8	5223	12.0
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	14	18.4	5112	11.7
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	1.3	300	0.7
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	10	13.2	2170	5.0
1 100% OF PREMIUM	29	38.2	24321	55.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.3	170	0.4
3 75% OF PREMIUM	11	14.5	7985	18.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	10.5	2237	5.1
5 50% OF PREMIUM	14	18.4	5925	13.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	3.9	790	1.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	11	14.5	2293	5.3
1 BASIC (A)	2	2.6	300	0.7
2 BASIC AND EXTENDED (A AND B)	10	13.2	3863	8.9
3 BASIC AND ORTHODONTIC (A AND C)	-	-	-	-
4 BASIC, EXTENDED AND ORTHODONTIC (A, B AND C)	37	48.7	30006	68.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	16	21.1	7134	16.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 12-20 EMPLOYER CONTRIBUTION TO NEGOTIATED PENSION PLAN				
0 NO PROVISION	27	35.5	18994	43.6
1 100% OF COST OF PLAN	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF COST OF PLAN	-	-	-	-
3 75% OF COST OF PLAN	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF COST OF PLAN	1	1.3	280	0.6
5 50% OF COST OF PLAN	1	1.3	163	0.4
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT FINANCIAL DETAILS NOT SPECIFIED	35	46.1	17523	40.2
8 OTHER	12	15.8	6638	15.2
TOTAL	76	100.0	43598	100.0
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	36	47.4	23663	54.3
1 UNION	1	1.3	180	0.4
2 MANAGEMENT	4	5.3	4619	10.6
3 JOINT UNION-MANAGEMENT ADMINISTRATION	2	2.6	712	1.6
4 ADMINISTERED BY SEPARATE TRUSTEES	11	14.5	2060	4.7
5 OTHER	22	28.9	12344	28.3
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	6	7.9	3161	7.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE PRESENT	19	25.0	7336	16.8
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	28	36.8	18519	42.5
4 BY UNION REPRESENTATIVE	10	13.2	6170	14.2
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	11	14.5	8110	18.6
7 CHOICE OF SEVERAL PROCEDURES	2	2.6	282	0.6
8 OTHER	-	-	-	-
TOTAL	76	100.0	43598	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	11	14.5	5610	12.9
1 72 HOURS OR LESS	2	2.6	320	0.7
2 5 DAYS	10	13.2	3733	8.6
3 1 WEEK	-	-	-	-
4 10 DAYS	8	10.5	2515	5.8
5 2 WEEKS	9	11.8	13271	30.4
6 3 WEEKS	-	-	-	-
7 1 MONTH	15	19.7	6421	14.7
8 2 MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	2	2.6	422	1.0
10 OTHER	19	25.0	11306	25.9
TOTAL	76	100.0	43598	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	45	59.2	12558	28.8
1 PROVISION	31	40.8	31040	71.2
TOTAL	76	100.0	43598	100.0
FIELD 13-04 COMPENSATION TO UNION REPRESENTATIVE WHILE PERFORMING GRIEVANCE WORK				
0 NO PROVISION	48	63.2	33260	76.3
1 PROVISION	28	36.8	10338	23.7
TOTAL	76	100.0	43598	100.0
FIELD 13-05 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	13	17.1	8078	18.5
2 PERMANENT UMPIRE (NAMED)	2	2.6	300	0.7
3 TRIPARTITE BOARD	46	60.5	15212	34.9
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	12	15.8	16818	38.6
6 OTHER	3	3.9	3190	7.3
TOTAL	76	100.0	43598	100.0
FIELD 13-06 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	74	97.4	43376	99.5
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	2	2.6	222	0.5
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 14 - MISCELLANEOUS PROVISIONS				
FIELD 14-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	29	38.2	14454	33.2
1 PROVISION	47	61.8	29144	66.8
TOTAL	76	100.0	43598	100.0
FIELD 14-02 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	26	34.2	7448	17.1
1 JOINT SAFETY COMMITTEE	14	18.4	7352	16.9
2 SAFETY CLOTHING OR EQUIPMENT	5	6.6	1416	3.2
3 REFUSAL TO WORK IN DANGEROUS CONDITIONS	-	-	-	-
4 1 AND 2	4	5.3	900	2.1
5 1 AND 3	6	7.9	10934	25.1
6 2 AND 3	1	1.3	3571	8.2
7 1, 2 AND 3	19	25.0	11769	27.0
8 OTHER	1	1.3	208	0.5
TOTAL	76	100.0	43598	100.0
FIELD 14-03 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	31	40.8	12337	28.3
1 SAFETY COMMITTEE FUNCTIONS UNSPECIFIED	25	32.9	13776	31.6
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	1.3	482	1.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	9	11.8	11378	26.1
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	1	1.3	2700	6.2
7 COMBINATION OF 2, 3 AND 4	4	5.3	790	1.8
8 OTHER	5	6.6	2135	4.9
TOTAL	76	100.0	43598	100.0
FIELD 14-04 PAY FOR TIME SPENT ON SAFETY COMMITTEE MATTERS				
0 NO SAFETY COMMITTEE PROVISION	34	44.7	12798	29.4
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	24	31.6	22464	51.5
2 PROVISION FOR PAY OF SAFETY COMMITTEE	18	23.7	8336	19.1
TOTAL	76	100.0	43598	100.0
FIELD 14-05 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	27	35.5	6894	15.8
1 APPRENTICESHIP	8	10.5	7458	17.1
2 EMPLOYER PROVIDES ON THE JOB TRAINING EXPERIENCE	7	9.2	2776	6.4
3 EMPLOYER PROVIDES OFF-PREMISES TRAINING PROGRAMS	8	10.5	5466	12.5
4 1 AND 2	2	2.6	422	1.0
5 1 AND 3	-	-	-	-
6 2 AND 3	5	6.6	1355	3.1
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATIVE - EMPLOYER MAY OR MAY NOT REIMBURSE	2	2.6	605	1.4
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	3	3.9	10300	23.6
10 OTHER	14	18.4	8322	19.1
TOTAL	76	100.0	43598	100.0
FIELD 14-06 JOB EVALUATION PLAN				
0 NO PROVISION	46	60.5	20259	46.5
1 PROVISION	30	39.5	23339	53.5
TOTAL	76	100.0	43598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14=07 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	56	73.7	27974	64.2
1 PROVISION	20	26.3	15624	35.8
TOTAL	76	100.0	43598	100.0
FIELD 14=08 CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	24	31.6	6560	15.0
1 PROVISION	52	68.4	37038	85.0
TOTAL	76	100.0	43598	100.0
FIELD 14=09 TOOL ALLOWANCE				
0 NO PROVISION	56	73.7	31987	73.4
1 PROVISION	20	26.3	11611	26.6
TOTAL	76	100.0	43598	100.0

APPENDIX
AGREEMENTS SURVEYED

PRIVATE SECTOR

EMPLOYER	UNION
MANUFACTURING	
FOOD AND BEVERAGE	
BERRYLAND CANNING	FOOD & COMMERCIAL WKRS. LOCAL 517
BREWERY EMPLOYERS LABOUR REL.	BREWERY WORKERS 280, 300, 308
B.C. FOOD INDUSTRY LABOUR REL.	BAKERY WORKERS LOCAL 468
B.C. FOOD INDUSTRY LABOUR REL.	FOOD & COMMERCIAL WKRS. LOCAL 212A
CANADA PACKERS	FOOD & COMMERCIAL WKRS. LOCAL 162
CANADA PACKERS YORK FARMS	FOOD & COMMERCIAL WKRS. LOCAL 430P
FISHERIES ASSN. OF B.C. CANNERY	UNITED FISHERMEN
FISHERIES ASSN. OF B.C. FRESH FISH	UNITED FISHERMEN
FISHERIES ASSN. OF B.C. TENDERMEN	UNITED FISHERMEN
FRASER VALLEY FROSTED FOODS	FOOD & COMMERCIAL WKRS. LOCAL P430
FRASER VALLEY MILK PRODUCERS	MACHINISTS LODGE 1857
INTERCONTINENTAL PACKERS	FOOD & COMMERCIAL WKRS. LOCAL 472
INTERIOR DAIRIES	TEAMSTERS LOCAL 213
KELLY DOUGLAS	FOOD & COMMERCIAL WKRS. LOCAL 1600
NABOB FOODS	FOOD & COMMERCIAL WKRS. LOCAL 1600
NALLEY'S	TEAMSTERS LOCAL 351
OKANAGAN FEDERATED SHIPPERS	FOOD & COMMERCIAL WKRS. LOCAL 1600
PARK & TILFORD OF CANADA	BREWERY WORKERS LOCAL 300
PR. RUPERT FISHERMENS CO-OP	SHOREWORKERS & CLERKS LOCAL 1674
ROYAL CITY FOODS	RETAIL WHOLESALE LOCAL 580
WM. SCOTT & CENTENNIAL HATCHERY	FOOD & COMMERCIAL WKRS. LOCAL P541
SNOWCREST PACKERS	FOOD & COMMERCIAL WKRS LOCAL P432
SUN-RYPE PRODUCTS	TEAMSTERS LOCAL 213
VANCOUVER DAIRY AGREEMENT	TEAMSTERS LOCAL 464
VENICE BAKERY	CLAC LOCAL 62
HIRAM WALKER & SONS	AUTO WORKERS LOCAL 2028
WHITE SPOT COMMISSARY NEWTON	FOOD & SERVICE WORKERS LOCAL 11
WOMETCO	TEAMSTERS LOCAL 351

EMPLOYER	UNION
WOOD PRODUCTS	
BABINE & HOUSTON FOREST PRODUCTS	IWA LOCAL 1-424
BELKIN PAPER BOARD	CPU LOCAL 1129
BOND BROTHERS SAWMILL	CLAC LOCAL 44
CANADIAN FOREST PRODUCTS	IWA LOCAL 1-424
CRESTWOOD KITCHENS	IWA LCOAL 1-217
CROWN ZELLERBACH PAPER PRODUCTS	CPU LOCAL 433
ERNST FOREST PRODUCTS	IWA LOCAL 1-424
FOREST INDUSTRIAL RELATIONS	IWA COAST MASTER
FOREST INDUSTRIAL RELATIONS	IWA LOCALS 1-217 & 1-357
FOREST INDUSTRIAL RELATIONS	OPERATING ENGINEERS LOCAL 882
FOREST INDUSTRIAL RELATIONS	PPWC LOCALS 7 & 8
INDEPENDENT FOREST COMPANIES	IWA
INTERIOR FOREST LABOUR RELATIONS	IWA LOCALS 1-405, 1-417, 1-423
MACMILLAN BLOEDEL ISLAND PAPER	CPU LOCAL 789
MACMILLAN BLOEDEL PACKAGING	PPWC LOCAL 16
NORTH CARIBOO FOREST LABOUR REL.	PPWC LOCAL 25
NORTHWOOD PULP & TIMBER	IWA LOCAL 1-424
PACIFIC INLAND RESOURCES	NORTHERN WOODWORKERS
PULP & PAPER INDUSTRIAL REL.	CPU VARIOUS LOCALS
PULP & PAPER INDUSTRIAL REL.	PPWC VARIOUS LOCALS
QUESNEL FOREST PRODUCTS	IWA LOCAL 1-424
SCOTT PAPER	CPU LOCAL 456
SOMERVILLE BELKIN INDUSTRIES	CPU LOCAL 433
WELDWOOD OF CANADA CARIBOO DIV.	IWA LOCAL 1-424
WELDWOOD MERRILL AND WAGNER	IWA LOCAL 1-425
METAL MANUFACTURING	
ALCAN SMELTERS & CHEMICALS	CASAW LOCAL 1
ELLETT COPPER & BRASS	SHEET METAL WKRS LOCAL 280
INTERPROVINCIAL STEEL & PIPE	STEELWORKERS LOCAL 5404
METAL INDUSTRIES ASSN. ARDIEM	CAIMAW LOCAL 15
METAL INDUSTRIES ASSN.	IRONWORKERS LOCAL 712
METAL INDUSTRIES ASSN.	MACHINISTS LODGE 692
METAL INDUSTRIES ASSN.	MACHINISTS 692, MOLDERS 281
METAL INDUSTRIES ASSN.	OPERATING ENGINEERS LOCAL 115
METAL INDUSTRIES ASSN.	STEELWORKERS - EIGHT LOCALS
METAL INDUSTRIES ASSN.	TEAMSTERS LOCAL 351
NORANDA METAL INDUSTRIES	CAIMAW LOCAL 4
AEL MICROTEL	IBEW LOCAL 264
ALLIED SHIPBUILDERS	SHIPYARD WORKERS LOCAL 1
BEL-AIRE SHIPYARD	SHIPYARD WORKERS LOCAL 1

EMPLOYER	UNION
MACHINERY, TRANSPORTATION EQUIPMENT AND ELECTRICAL PRODUCTS	
B.C. MARINE SHIPBUILDERS	SHIPYARD WORKERS LOCAL 1
BURRARD - YARROWS	12 UNIONS
CANADIAN KENWORTH	CAIMAW LOCAL 14
CHAPMAN INDUSTRIES	MACHINISTS LODGE 692
CULLEN DETROIT DIESEL ALLISON	MACHINISTS 692, TEAMSTERS 351
FINNING TRACTOR & EQUIPMENT	MACHINISTS LODGE 692
MANCO HOME SYSTEMS	MANCO HOME EMPLOYEES ASSN.
JOHN MANLY	SHIPYARD WORKERS LOCAL 1
PHILLIPS CABLES	TEAMSTERS LOCAL 351
SCHLAGE CANADA	CAIMAW LOCAL 1
SPEAR & JACKSON	STEELWORKERS LOCAL 3376
VANCOUVER SHIPYARD	5 UNIONS
WINDSOR MACHINE	STEELWORKERS LOCAL 3376
WINDSOR MACHINE	STEELWORKERS LOCAL 7816
MISCELLANEOUS MANUFACTURING	
AERO GARMENT	CLOTHING WORKERS LOCAL 178
B.C. BOOKBINDERS	GRAPHIC ARTS LOCAL 525
B.C. LITHOGRAPHERS ASSN.	GRAPHIC ARTS LOCAL 525
BUILDING SUPPLY AGREEMENT	TEAMSTERS LOCAL 213
CANADA CEMENT LAFARGE	TEAMSTERS LOCAL 213
CANADIAN NEWSPAPERS TIMES-COL.	NEWSPAPER GUILD LOCAL 223
CHEVRON CANADA	E.C.W. LOCAL 601
CLAYBURN INDUSTRIES	TEAMSTERS LOCAL 213
CON-FORCE PRODUCTS	LABOURERS LOCAL 602
CONSUMERS GLASS	TEAMSTERS LOCAL 213
DOMGLAS	GLASS WORKERS LOCAL 238
FIBERGLAS CANADA	E.C.W. LOCAL 601
JANTZEN CANADA	GARMENT WORKERS LOCAL 286
JONES TENT & AWNING	GARMENT WORKERS LOCAL 483
KORET OF CALIFORNIA	GARMENT WORKERS LOCAL 287
LANCER OF CANADA	CLOTHING WORKERS LOCAL 178
MORTIFEE MUNSHAW	TEAMSTERS LOCAL 351
CONSTRUCTION	
BORDIGNON CONSTRUCTION	TILE FINISHERS LOCAL 78
B.C. ROAD BUILDERS	OPERATING ENGINEERS LOCAL 115
CANRON-WESTERN BRIDGE DIV.	SHIPYARD 1, MACHINISTS 692, OP. ENGS. 115

EMPLOYER	UNION
CONSTRUCTION (CONT'D)	
CONSTRUCTION LABOUR RELATIONS	BOILERMAKERS LOCAL 359
CONSTRUCTION LABOUR RELATIONS	CARPENTERS LOCAL 1549 & 2404
CONSTRUCTION LABOUR RELATIONS	CARPENTERS LOCAL 1928
CONSTRUCTION LABOUR RELATIONS	CARPENTERS SEVERAL LOCALS
CONSTRUCTION LABOUR RELATIONS	IBEW 6 LOCALS LINEMEN
CONSTRUCTION LABOUR RELATIONS	ELEVATOR CONSTRUCTORS LOCAL 82
CONSTRUCTION LABOUR RELATIONS	HEAT AND FROST INSULATORS LOCAL 118
CONSTRUCTION LABOUR RELATIONS	IRONWORKERS LOCAL 97
CONSTRUCTION LABOUR RELATIONS	MACHINISTS LODGE 692
CONSTRUCTION LABOUR RELATIONS	OPERATING ENGINEERS LOCAL 115
CONSTRUCTION LABOUR RELATIONS	OP. ENGS. LOC. 115, HYDRAULIC DRED.
CONSTRUCTION LABOUR RELATIONS	OP. ENGS. LOC. 115, PILEDRIVING
CONSTRUCTION LABOUR RELATIONS	PAINTERS SEVERAL LOCALS
CONSTRUCTION LABOUR RELATIONS	PAINTERS LOCALS 1163 & 2009
CONSTRUCTION LABOUR RELATIONS	PLASTERERS LOCAL 779
CONSTRUCTION LABOUR RELATIONS	PLUMBERS LOCAL 324
CONSTRUCTION LABOUR RELATIONS	TEAMSTERS LOCAL 213
INDEPENDENT CONTRACTORS	CARPENTERS LOCAL 1928
NATIONAL PAPER BOX	CPU LOC. 433 PRINTING & GRAPHIC
PIPELINE CONTRACTORS ASSN.	LABOURERS SEVERAL LOCALS
PIPELINE CONTRACTORS ASSN.	OPERATING ENGINEERS LOCAL 115
PIPELINE CONTRACTORS ASSN.	PLUMBERS LOCAL 170
PIPELINE CONTRACTORS ASSN.	TEAMSTERS LOCAL 213
STOLBERG MILL CONSTRUCTION	IWA LOCAL 1-424
TRADE AND SERVICE	
TRADE	
B.C. FOOD INDUSTRY	FOOD & COMMERCIAL WKRS. LOCAL 1518
BUCKERFIELDS	FOOD & COMMERCIAL WKRS. LOCAL P445
CANADIAN LINEN SUPPLY	TEAMSTERS LOCAL 351
T. EATON CO. VICTORIA	EATON'S EMPLOYEES ASSN.
HUDSON'S BAY COMPANY	FOOD & COMMERCIAL WKRS. LOCAL 1518
W. H. MALKIN	RETAIL WHOLESALE LOCAL 580
NELSON'S LAUNDRIES	RETAIL WHOLESALE LOCAL 580
SURREY CO-OP ASSOCIATION	RETAIL WHOLESALE LOCAL 580
WHITE SPOT-RETAIL	FOOD & COMMERCIAL WKRS. LOCAL 12
VANCOUVER MOTOR DEALERS	MACHINISTS LODGE 1857
WOODWARDS MAYFAIR	RETAIL CLERKS LOCAL 1518

EMPLOYER	UNION
MISCELLANEOUS SERVICES	
BEACON HILL LODGES	SERVICE EMPLOYEES LOCAL 244
B.C. HOTELS ASSN. GEORGIA	HOTEL & RESTAURANT LOCAL 40
B.C. HOTELS ASSN. VANCOUVER	HOTEL & RESTAURANT LOCAL 40
CANADIAN ODEON THEATRES	MOVING PICTURE MACH. OPR. LOC. B-72
CANADIAN PACIFIC HOTELS EMPRESS	CBRT LOCAL 276
CANADIAN SECURITY SERVICES ASSN.	LABOURERS LOCAL 105
CARA OPERATIONS	HOTEL & RESTAURANT LCOAL 40
DENMAN PLACE INN	HOTEL & RESTAURANT LOCAL 40
DOWNTOWN PARKING CORPORATION	CUPE LOCAL 1004
HARRISON HOTEL	HOTEL & RESTAURANT LOCAL 40
VANCOUVER HOTELS 7	HOTEL & RESTAURANT LOCAL 40
VANCOUVER PUBLIC LIBRARY BOARD	CUPE LOCAL 391
OTHER INDUSTRIES	
MINING	
AFTON OPERATING CORPORATION	STEELWORKERS LOCAL 8637
AMAX OF CANADA	OPERATING ENGINEERS LOCAL 115
BRENDA MINES	STEELWORKERS LOCAL 7618
BRINCO MINES	STEELWORKERS LOCAL 6536
B.C. COAL	MINE WORKERS LOCAL 7292
B.C. COAL	OTEU LOCAL 378
COMINCO TRAIL, KIMBERLEY, SALMO	STEELWORKERS LOCALS 480, 651 & 901
COMINCO	STEELWORKERS LOCAL 9705
CROWS NEST RESOURCES	OPERATING ENGINEERS LOCAL 115
FORDING COAL	STEELWORKERS LOCAL 7884
FORDING COAL	STEELWORKERS LOCAL 9702
GIBRALTAR MINES	CAIMAW LOCAL 18
HIGHMONT OPERATING CORPORATION	OPERATING ENGINEERS LOCAL 115
LORNEX MINING CORPORATION	STEELWORKERS LOCAL 7619
NEWMONT MINES	CAIMAW LOCAL 22
NORANDA MINES - BABINE DIVISION	STEELWORKERS LOCAL 898
NORANDA MINES - BOSS MT. DIV.	STEELWORKERS LOCAL 7852
WESFROB MINES	LABOURERS 168, OP. ENGS. 115
WESTMIN RESOURCES	CAIMAW LOCAL 19
TRANSPORTATION	
CANADIAN AUTO CARRIERS	TEAMSTERS LOCAL 351
CANADIAN FREIGHTWAYS	OTEU LOCAL 15
CANADIAN FREIGHTWAYS	TEAMSTERS LOCAL 31

EMPLOYER	UNION
TRANSPORTATION (CONT'D)	
C.P. AIRLINES	AIR LINE PILOTS
C.P. AIRLINES	CALFAA
CANADIAN PACIFIC AIRLINES	MACHINISTS LODGE 764
CANADIAN PACIFIC AIR ACCOUNTING	MACHINISTS LODGE 764 CLERICAL
COUNCIL OF MARINE CARRIERS	CBRT LOCAL 400
COUNCIL OF MARINE CARRIERS	CDN. MERCHANT SERVICE GUILD
MACDONALDS CONSOLIDATED	RETAIL WHOLESALE LOCAL 580
METRO TRANSIT OPERATING COMPANY	ATU LOCAL 101 - 134 & 109
NATIONAL HARBOURS BOARD	LONGSHOREMEN LOCAL 517
SMITHRITE DISPOSAL	SERVICE EMPLOYEES LOCAL 244
TRANSPORT LABOUR RELATIONS (MF & C)	TEAMSTERS LOCAL 31
TRANSPORT LABOUR RELATIONS PROP.	TEAMSTERS LOCAL 31, 213 & 351
COMMUNICATIONS AND OTHER UTILITIES	
B.C. TELEPHONE	TELECOMMUNICATIONS WORKERS
INLAND NATURAL GAS	OTEU LOCAL 378

PUBLIC SECTOR

MUNICIPAL, PROVINCIAL AND FEDERAL GOVERNMENT

MUNICIPAL GOVERNMENT	
DISTRICT OF BURNABY	CUPE LOCAL 23 INSIDE EMPLOYEES
DISTRICT OF BURNABY	CUPE LOCAL 23 OUTSIDE EMPLOYEES
BURNABY PUBLIC LIBRARY	CUPE LOCAL 23
DISTRICT OF CAMPBELL RIVER	CUPE LOCAL 623
DISTRICT OF CHILLIWACK	CUPE LOCAL 458
CITY OF CRANBROOK	CUPE LOCAL 2090
GREATER VANCOUVER REGIONAL DISTRICT	GREATER VANC. REG. DIST. EMPLOYEES
GREATER VICTORIA LABOUR RELATIONS	CUPE LOCAL 50
GREATER VICTORIA LABOUR RELATIONS	CUPE LOCAL 374
GREATER VICTORIA LABOUR RELATIONS	CUPE LOCAL 1978 - CRD
GREATER VICTORIA LABOUR RELATIONS	FIREFIGHTERS LOCAL 730
GVLRA DISTRICT OF SAANICH	POLICE OFFICERS LOCAL 4
GVLRA VICTORIA POLICE BOARD	VICTORIA CITY POLICE UNION
DISTRICT OF KITIMAT	CUPE LOCAL 707
TOWNSHIP OF LANGLEY	CUPE LOCAL 403
DISTRICT OF MATSQUI	CUPE LOCAL 774
DISTRICT OF MISSION	CUPE LOCAL 1267
CORP. OF THE DIST. OF NORTH VANCOUVER	FIREFIGHTERS LOCAL 1183

EMPLOYER	UNION
MUNICIPAL GOVERNMENT (CONT'D)	
OMMLRA KAMLOOPS	CUPE LOCAL 900
CITY OF PORT ALBERNI	CUPE LOCAL 118
CITY OF PORT COQUITLAM	CUPE LOCAL 498
DISTRICT OF POWELL RIVER	CUPE LOCAL 798
CITY OF PRINCE GEORGE	CUPE LOCALS 399 & 1048
CITY OF PRINCE RUPERT	CUPE LOCAL 105
DISTRICT OF SQUAMISH	CUPE LOCAL 2269
DISTRICT OF SURREY	CUPE LOCAL 402
CITY OF VANCOUVER	B.C. NURSES UNION
CITY OF VANCOUVER	B.C. NURSES UNION
CITY OF VANCOUVER	FIREFIGHTERS LOCAL 18
VANCOUVER POLICE BOARD	POLICE OFFICERS LOCAL 1
CITY OF VERNON	CUPE LOCAL 626
PROVINCIAL GOVERNMENT	
GOVERNMENT OF BRITISH COLUMBIA	BCGEU MASTER AGREEMENT
GOVERNMENT OF BRITISH COLUMBIA	PROFESSIONAL EMPLOYEES
GOVERNMENT OF BRITISH COLUMBIA	B.C. NURSES UNION & PSYCHIATRIC NURSES
FEDERAL GOVERNMENT	
GOVERNMENT OF CANADA	IBEW LOCAL 2228 - ELECTRONICS GRP.
GOVERNMENT OF CANADA	PROF. INST. - BIOLOGICAL SCIENCES
GOVERNMENT OF CANADA	PROF. INST. - SCIENTIFIC RESEARCH
GOVERNMENT OF CANADA	SHIP REPAIR - DOCKYARD TRADES
GOVERNMENT OF CANADA	PSAC SECRETARIAL STENOGRAPHIC
GOVERNMENT OF CANADA	PSAC SHIPS CREWS
HEALTH, EDUCATION AND PROVINCIAL CROWN CORPORATIONS	
HEALTH	
HEALTH LABOUR RELATIONS ASSN.	B.C. NURSES UNION
HLRA LONG TERM CARE FACILITIES	B.C. NURSES UNION
MEDICAL SERVICES ASSN.	CUPE LOCAL 1816
WEST COAST GENERAL HOSPITAL	B.C. NURSES UNION

EMPLOYER	UNION
EDUCATION	
BCIT	BCGEU LOCAL 59
CAMOSUN COLLEGE BOARD	BCGEU LOCAL 57
CAMOSUN COLLEGE BOARD	COLLEGE FAULTY ASSN.
CAPILANO COLLEGE	AUCE LOCAL 4
DOUGLAS COLLEGE	DOUGLAS COLLEGE FACULTY ASSN.
NEW CALEDONIA COLLEGE	NEW CALEDONIA FACULTY ASSN.
NORTHWEST COLLEGE BOARD	BCGEU LOCAL 57 & 64
OKANAGAN COLLEGE	BCGEU LOCAL 52
OKANAGAN COLLEGE BOARD	OKANAGAN COLLEGE FACULTY ASSN.
PACIFIC VOCATIONAL INSTITUTE	BCGEU LOCAL 57
PACIFIC VOCATIONAL INSTITUTE	BCGEU LOCAL 59
S.D. 7, 9 & 12 NELSON, CASTLEGAR & G.F.	CUPE LOCALS 748, 1298 & 2098
S.D. 13, 14, 15, 21, 23, 77 & 89	CUPE LOCAL 523
S.D. 24 KAMLOOPS	CUPE LOCAL 900
S.D. 33 CHILLIWACK	CUPE LOCAL 411
S.D. 34 ABBOTSFORD	TEAMSTERS LOCAL 31
S.D. 35 LANGLEY	CUPE LOCAL 1260
S.D. 35 LANGLEY	CUPE LOCAL 1851
S.D. 36 SURREY	CUPE LOCAL 728
S.D. 37 DELTA	CUPE LOCAL 1091
S.D. 38 RICHMOND	CUPE LOCAL 716
S.D. 39 VANCOUVER	OPERATING ENGINEERS LOCAL 963
S.D. 39 VANCOUVER	OP. ENGS. LOC. 963 ENG-CU
S.D. 39 VANCOUVER	VMREU
S.D. 40 NEW WESTMINSTER	CUPE LOCAL 409
S.D. 41 BURNABY	CUPE LOCAL 379
S.D. 42 MAPLE RIDGE	CUPE LOCAL 703
S.D. 43 COQUITLAM	CUPE LOCAL 561
S.D. 44 NORTH VANCOUVER	CUPE LOCAL 389
S.D. 45 WEST VANCOUVER	WEST VANCOUVER MUNICIPAL EMPLOYEES
S.D. 47 POWELL RIVER	CUPE LOCAL 476
S.D. 48 HOWE SOUND	CUPE LOCAL 779
S.D. 57 PRINCE GEORGE	OPERATING ENGINEERS LOCAL 858
S.D. 60 NORTH PEACE RIVER	CARPENTERS LOCAL 2397
S.D. 61 VICTORIA	CUPE LOCAL 382
S.D. 61 VICTORIA	CUPE LOCAL 947
S.D. 62 SOOKE	CUPE LOCAL 459
S.D. 63 SAANICH	CUPE LOCAL 441
S.D. 68 NANAIMO	CUPE LOCAL 606
S.D. 70 ALBERNI	CUPE LOCAL 727
S.D. 71 COURTENAY	CUPE LOCAL 439
S.D. 72 CAMPBELL RIVER	CUPE LOCAL 723
S.D. 75 MISSION	CUPE LOCAL 593
S.D. 85 NORTH VANCOUVER ISLAND	CUPE LOCAL 2045
SELKIRK COLLEGE	BCGEU LOCAL 57
SELKIRK COLLEGE	CUPE LOCAL 1341
SIMON FRASER UNIVERSITY	13 UNIONS
SIMON FRASER UNIVERSITY	AUCE LOCAL 6 TEACHING SUPPORT

EMPLOYER	UNION
EDUCATION (CONT'D)	
UNIVERSITY OF BRITISH COLUMBIA	AUCE LOCAL 1
UNIVERSITY OF BRITISH COLUMBIA	CUPE LOCAL 116
UNIVERSITY OF BRITISH COLUMBIA	B.C. NURSES UNION
UNIVERSITY OF VICTORIA	CUPE LOCAL 917 OUTSIDE WORKERS
UNIVERSITY OF VICTORIA	CUPE LOCAL 951 INSIDE WORKERS
VANCOUVER COMMUNITY COLLEGE	FACULTY ASSN. LANGARA
VANCOUVER COMMUNITY COLLEGE	VOCATIONAL INSTRUCTORS
VANCOUVER COMMUNITY COLLEGE	VMREU
PROVINCIAL CROWN CORPORATIONS	
B.C. ASSESSMENT AUTHORITY	CUPE LOCAL 1767
B.C. FERRY CORPORATION	FERRY WORKERS
B.C. HOUSING MANAGEMENT COMMITTEE	SERVICE EMPLOYEES LOCAL 244
B.C. HYDRO	IBEW LOCAL 213 GAS
B.C. HYDRO	IBEW LOCAL 258
B.C. HYDRO	OTEU LOCAL 378
B.C. RAILWAY	BRAC
B.C. RAILWAY	CUTE LOCAL 1
B.C. RAILWAY	CUTE LOCAL 6
B.C. RAILWAY	PLUMBERS LOCAL 170
B.C. RAILWAY	RAILWAY CARMEN LODGES 30 & 99
B.C. RAILWAY	UTU LOCALS 1778 & 1923
B.C. SYSTEMS CORPORATION	BCGEU LOCAL 67
EMERGENCY HEALTH SERVICES	CUPE LOCAL 873
PETRO-CANADA EXPLORATIONS	ECW LOCAL 686
WORKERS' COMPENSATION BOARD	WCB EMPLOYEES ASSOCIATION

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POOR

QUALITY

ORIGINAL